THE SEED YOU PLANT TODAY

THE PROCEEDINGS OF THE OCTOBER 15TH -18TH CONFERENCE ON YOUTH HEALTH AND SAFETY IN THE WORKPLACE

OTTAWA

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EXECUTIVE SUMMARY

On October 15th to 18th, 130 youth and an equal number of health and safety professionals and interested parties representing industry, the labour movement and government attended the first ever Canadian conference concerning Youth Health and Safety in the Workplace. Held in Ottawa, the conference focused on identifying problems that youth experience in the early years of their working careers and how these problems can be addressed from the perspective of youth.

The Honorable Ethel Blondin-Andrew, Secretary of State for Children and Youth, formally opened the proceedings.

All delegates were asked to take part in concurrent sectoral breakout sessions to discuss aspects of youth health and safety. The concurrent sessions examined:

- The agriculture and fisheries sector,
- The mining, oil and gas sector,
- The forestry and construction sector,
- The manufacturing, transportation, utilities and communications sector,
- The hospitality, food industry and retail sector,
- Small businesses and independent and contract workers,
- The office and high technology sector,
- The health sector, and
- The volunteer sector.

A separate group also examined health and safety from a national perspective.

Youth delegates representing the different breakout sessions presented their findings on a sector by sector basis. Youth delegates identified seven major concerns that impact significantly on youth health and safety in Canada's workplace today including:

- A need for enhanced education and training,
- A need to enhance the general awareness of employers and employees,
- A lack of enforcement,
- The poor communications skills of supervisors,
- The availability and cost of information,
- A need for national standards, and
- A number of work activities that fall outside the health and safety net.

Key recommendations of youth included:

- Enhanced training/education of youth with respect to health and safety with inclusion within the core curriculum from Kindergarten to Grade 12.
- A national health and safety awareness program focused especially on youth, families and children.
- Enhanced enforcement with increased penalties for non-compliance.
- Course offerings to improve the communication skills of supervisors.
- Consistency in health and safety standards across the country.
- Application of health and safety legislation to the Volunteer Sector, and a wider use of incentive programs aimed at improving health and safety practices within small business.
- The immediate formation of Youth Health and Safety Advisory Committees within each territory and province and at the national level.

Youth delegates also gave a special warning that youth, when employed, should never sign a waiver reducing the heath and safety responsibilities of employers.

The youth delegates presented their findings and recommendations to the Senior Panel consisting of Ms. Sandra Morgan, Mr. Hassan Yussuff, the Honorable Perrin Beatty, and M. Maurice Proulx.

In receiving the recommendations of the youth delegates, the Honorable Claudette Bradshaw, the Federal Minister of Labour, saw the conference as a new beginning that had taken a hundred years to occur. The Minister of Labour committed to move forward by:

- Agreeing to review the recommendations of the youth delegates.
- Ensuring that her advisors study the recommendations to see what can be done.
- Circulating the youth delegates' proposals to her provincial and territorial colleagues in the coming weeks.
- Presenting the recommendations for review and discussion at the next meeting of the Ministers of Labour in February 2001 in Newfoundland, and
- Working with other levels of government as several of the issues raised cut across municipal, provincial and federal jurisdiction.

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1. INTRODUCTION

> *"The seed you plant today will eventually germinate into the future health and safety of workers."*
> *Jodyne Greene: Youth delegate from Manitoba*

On October 15th to 18th, 130 youth and an equal number of health and safety professionals and interested parties representing industry, the labour movement and government attended the first ever Canadian conference concerning Youth Health and Safety in the Workplace. Held in Ottawa, the conference focused on identifying problems that youth experience in the early years of their working careers and how these problems can be addressed from the perspective of youth.

The Honorable Ethel Blondin-Andrew, Secretary of State for Children and Youth, formally opened the proceedings. The Secretary of State noted that the conference was the first step in the right direction to resolve an unacceptable situation.

To provide a context for health and safety in the workplace, keynote speakers addressed several far reaching topics. Keynote speakers included:

- Mr. Paul Kells who discussed why health and safety of youth at work is an unique issue and a priority for all stakeholders,
- Mel Camilli who spoke from his own experience to motivate young workers about the importance of workplace health and safety,
- Dr. Louis Francescutti who spoke to the medical aspects of injury control, and
- Laura Hannant who dealt with the wider issue of child labour.

Panelists and youth delegates then provided expert advice on:

- Youth health and safety at work: issues and priorities, and
- Nature of the work environment: potential impacts on the health and safety of young workers.

Workshops, again with the assistance of experts and youth delegates, were held to discuss more technical aspects of:

- Issues, challenges and impact of work on youth,
- Education and training needs – reducing the risk for young workers, and
- Roles and responsibilities – health and safety.

All delegates were asked to take part in concurrent sectoral breakout sessions to discuss aspects of youth health and safety. The concurrent sessions examined separately:

- The agriculture and fisheries sector,
- The mining, oil and gas sector,
- The forestry and construction sector,
- The manufacturing, transportation, utilities and communications sector,
- The hospitality, food industry and retail sector,
- Small businesses and independent and contract workers,
- The office and high technology sector,
- The health sector, and
- The volunteer sector.

A separate group also examined health and safety from a national perspective.

Based on the presentations and workshops of the conference and their own experiences, youth delegates within the breakout sessions developed findings and recommendations with respect to Youth Health and Safety in the Workplace. Youth delegates then presented these to a senior panel for consideration. Members of the senior panel included:

- Sandra Morgan, Deputy Minister, Government of Saskatchewan Department of Labour and Immediate Past President of the Canadian Association of Administrators of Labour Legislation.
- Hassan Yussuff, Executive Vice-President, Canadian Labour Congress
- The Honourable Perrin Beatty, President and Chief Executive Officer, Canadian Manufacturers and Exporters, and
- Maurice Proulx, Assistant Deputy Minister, Ontario Ministry of Education.

The Honorable Claudette Bradshaw, Minister of Labour, received the recommendations of the youth delegates and closed the conference.

2. KEY FINDINGS

> *"Health and Safety is considered a high priority within youth today across Canada and must be first and foremost with the government."*
>
> *Deveilyau Tymusko: Youth delegate from British Columbia*

Youth delegates representing their respective breakout sessions presented their findings on a sector by sector basis to the Senior Panel. In doing so, the youth delegates identified seven major concerns that impact significantly on youth health and safety in Canada's workplace today including:

- A need for enhanced education and training,
- A need to enhance the general awareness of employers and employees,
- A lack of enforcement,
- The communications skills of supervisors,
- The availability and cost of information,
- A need for national standards, and
- A number of work activities that fall outside the usual health and safety net.

Details of the youth delegates' findings follow. For reference, the rough working notes of the youth presenters can be found in the annex to this report.

2.1 Education and Training

Presenters from all sectors observed that both employers and employees lack knowledge as to both their obligations, rights and responsibilities with respect to health and safety, and the identification and benefits of effective health and safety processes.

One youth delegate was quoted as saying: "There is inconsistency in training people for different jobs." Another noted: "Machinery is dangerous without proper training," while a third stated: "There is a lack of knowledge ..... on both sides."

Training is especially important for youth as, without work experience, it provides them with an initial approach to the workplace that can only enhance their safety. It is also important to experienced workers to keep them current with new developments in health and safety.

Presenters also stated that customized training may be necessary for specific areas of employment. Training should also deal specifically with conflict resolution, violence in the workplace and volunteerism.

2.2 General Awareness and Attitude

Youth presenters noted that both employers and employees need to change their awareness of and attitude towards health and safety, especially as it affects youth. As one delegate put it, the attitude towards youth is often:

> "What do you know? You don't have our experience."

Other presenters recognized that non-youth and employers often either are not aware or ignore the plight of youth with respect to health and safety. One presenter said:

> "We (Youth) can only do so much – you (non-youth and employers) must know the value of our life. It is your responsibility at the end of the day to make sure you (and your children) are safe."

Examples of unsafe awareness include: farmers who, when employing youth, use chemicals without a full knowledge of accompanying hazards, and young contract workers who often ignore health and safety as they are only on site for a short period of time. Delegates within the Hospitality, Food and Retail, and Health Breakout Sectors also noted that employers within their sectors often ignore the health and safety concerns of youth. They are only low-paid substitute workers.

2.3 Enforcement

Youth delegates from nearly all breakout sessions reported a lack of effective enforcement of health and safety regulations with respect to both employers and employees.

2.4 Communications

Youth delegates observed that many employers have difficulty relating to youth, and that supervisors often lack the soft-skills required to communicate. Youth often are aware of dangerous situations, but if these situations are not openly discussed between youth and management, health and safety can be jeopardized. One presenter emphasized: "There must be clear two-way communications between employers and employees."

This observation should be put in the context that many employers do not want youth to make waves.

2.5 The Availability and Cost of Information

Health and safety information costs both money and time both to obtain and to distribute among employees. Delegates noted that this could be detrimental to health and safety in the workplace, especially in small business, agriculture, and fisheries.

2.6 Standards and Orientation Procedures

A key issue to young workers is that safety standards and orientation procedures change from industry to industry and province to province. One presenter suggested that industries and provinces should identify the "best" processes and bench mark with them.

2.7 Being Outside of the Net

Presenters also observed that some activities within the workplace either are not covered by present health and safety legislation or appear to fall outside of the present administrative structure used to enforce compliance. This concern is critical to youth as it is often in these sectors where youth find initial employment.

The activities include employment within small business, employment on farms, contractual employment, work at home, and volunteerism. Non-applicability means that effective information on health and safety may not be distributed, and processes to enhance health and safety may be limited. Non-applicability also means compensation in cases of actual injury may not be available. Being outside of the effective enforcement net will have the same effect.

The phenomenon of being outside of the net is probably most pronounced in the Agricultural and Fisheries Sector and in Volunteerism.

3. KEY RECOMMENDATIONS

> *"Everyone in our workshop agrees that youth employees are scared to ask questions*
> *fear employers; don't know where to go."*
> *Jacqueline Johnson: Youth delegate from Saskatchewan*

Youth delegates also presented recommendations on a sector by sector basis to the Senior Panel. Major recommendations are provided below categorized according to the earlier findings. Included below are as well special recommendations concerning the formation of youth advisory councils and the practice of youths signing waivers reducing employer responsibilities with respect to health and safety.

Details of the recommendations are found below: For reference, the rough working notes of the youth presenters with respect to the recommendations can be found in the annex to this report.

3.1 Education and Training

All reports coming back from breakout sessions recommended the enhanced training/education of youth. Several reports recommended that health and safety comprise an integral part of the core curriculum from Kindergarten to Grade 12. One presenter described the need for the latter recommendation with the following words:

"It is hard to get older generations to change, so we must focus on youth – they are the future. Start at the first grade."

Other reports recommended that the need for specialized training geared to actual job requirements as well as the need to educate employers. Job related training could be linked to certification which would lapse if employees did not remain current.

Courses and/or training should also focus on the needs of small business.

3.2 General Awareness and Attitude

Most youth presenters emphasized the need for a national health and safety awareness campaign focused especially on youth, families and children. Several recommendations were made as to the basic message of the campaign and its methods. Summarizing, the campaign would centre on:

- Putting the message out to youth, families and children emphasizing simple precautions, safety tips etc., and

- Making employers and employees fully aware of the obligations, rights, responsibilities and laws with respect to workplace health and safety.

The campaign would be nation wide, and use all aspects of the media including: television, radio, billboards, busboards etc. To be successful, the campaign would require the active support of all parties, including youth, industry, unions, and government.

Recognition was given that special training programs should be developed for:

- Small businesses,
- The agricultural sector,
- The fisheries sector, and
- The volunteer sector.

Several presenters noted that awareness and attitude, especially related to employees and small businesses, would be enhanced if more use were made of already established support groups and local organizations. The use of local support groups and local organizations should be part of the National Awareness Campaign mentioned above. Local support groups could include, for example, the Safe Communities Foundation, the YMCA/YWCA, small business organizations, parent/teacher councils, farming service dealerships, etc.

3.3 Enforcement

Most Youth presenters recommended that the enforcement of existing health and safety laws and regulations should be enhanced. Also recommended was a significant increase in penalties for non-compliance and, if necessary, amendments to the Criminal Code to apply to health and safety infractions where deliberate negligence has led to serious injury or fatalities.

Presenters also noted that enhanced enforcement should apply both to employers and employees.

3.4 Communications

Youth presenters recommended course offerings to supervisors to enhance their soft-skills to communicate better with youth. Courses should prepare supervisors to dialogue with youth as well as to respect their opinions.

3.5 Standards and Orientation Procedures

The need for consistency in standards and orientation procedures across Canada was recognized among most youth presenters. Consistency could be achieved either through the establishment of national standards based on national legislation or through the practice of each jurisdiction bench marking to the best standard in the country.

Orientation procedures should also be standardized across industries throughout Canada.

3.6 Being Outside of the Net

Presenters made the following key recommendations:

- Application of existing health and safety legislation to the volunteer sector,
- Registration of agencies using volunteers,
- Government provision of training for the volunteer sector, including their volunteers,
- Financial assistance to the volunteer sector to compensate for health and safety injuries,
- Financial assistance to small business and the agriculture and fisheries sector to obtain and distribute health and safety information to employees, and
- A wider use of incentive programs especially aimed at inducing improved health and safety practices within small business.

3.7 The Formation of Youth Advisory Committees

The immediate formation of Youth Health and Safety Advisory Committees was recommended by the presenters. It is anticipated that there would be a committee in each territory and province and at the national level.

3.8 Special Warning

Presenters noted that youth, when employed, should never sign a waiver reducing the health and safety responsibilities of employers.

4. WHAT WAS HEARD AND WHERE DO WE GO FROM HERE

"If this stops here, what have we done; (we) need to go on".
Derek Hayden: Youth delegate from Newfoundland

The youth delegates presented their findings and recommendations to the Senior Panel consisting of Ms. Sandra Morgan, Mr. Hassan Yussuff, the Honorable Perrin Beatty, and M. Maurice Proulx.

Ms. Sandra Morgan summarized her assessment of the messages the youth presenters and delegates had delivered during the conference and in their sectoral reports with the words:

- "You are being hurt on the job and that is unacceptable;"
- "You want to do something and you want to be involved;"
- "You want to be informed about your rights and responsibilities;"
- "You want universal, accessible education programs and preferably from kindergarten on upwards;"
- "You want the laws already in place enforced;"
- "You want national standards and awareness programs;"
- "You have very good ideas and recommendations to share with government;" and
- "You want to work with us and have effective input."

Ms. Morgan committed to sharing the findings and recommendations of the youth presenters with every Deputy Minister of Labour in Canada and to report on the conference at the next meeting of the Canadian Association of Administrators of Labour Legislation. Ms. Morgan also advised that Saskatchewan has created a Youth Advisory Committee on Health and Safety, and will urge her colleagues in all of the other provinces to do likewise.

Mr. Hassan Yussuff remarked that the one central theme flowed through all of the presentations of the youth delegates: "education, education, education, education". He noted that youth must be aware of their rights and the dangers in the workplace, and that this can be achieved through education.

Mr. Yussuff also stated: "There will be a summary of the conference. I certainly am prepared to take them (the recommendations) back to the Canada Labour Congress Joint Health and Safety Committees and discuss what you are saying and see how my colleagues and I can work on the implementation of these recommendations across this country to give some meaning to them." He concluded: "You give a message of hope and optimism. There are some battles that we are losing, but, I think on the battle of health and safety, I think we can win. And with your commitment and dedication, with the future workers of this country, I know we can not go wrong. We are going to make a difference, and we are going to make the kind of change that you have asked us here today to do."

The Honorable Perrin Beatty saw the recommendations of the youth presenters falling into three main categories: awareness, greater national coordination and consistency, and adequate enforcement. Mr. Beatty agreed that information on rights in the workplace needs to be disseminated early, preferably within the school system before youth join the labour force. As to national standards, he pointed out that more would be achieved if we jointly search for practical solutions, focusing especially on coordination and harmonization. He said: "I will certainly go back to our people and to governments and say that there is more that associations like mine can be doing in working with employers to make the case (for health and safety in the workplace). We simply can not afford these tragic economic and human losses as a result of accidents and illnesses in the workplace."

Mr. Beatty questioned the delegates as to what they were going to do once the conference ended. He said: "Let me then put the challenge to you. You are going to be leaving today to go home to all parts of the country. What are you going to do to carry this (the findings of the conference) forward? Will you be content to just leave it as a session where you came, met, spoke to colleagues from across the country, made your recommendations, and then went home, and let your recommendations be forgotten or will you take individual action to try to make sure that your concerns are now heard." He concluded: "You can make a difference if you are prepared to get involved."

In accord with his panel colleagues, M. Maurice Proulx agreed that enhanced education is a critical recommendation with respect to Youth Health and Safety in the Workplace. He doubted whether there was a single teacher in Canada who would not take advantage of the educational resources to teach health and safety in the school systems if they were made available to them.

M. Proulx elaborated on the proposed activism of the Honorable Perrin Beatty. He referenced "The Power of One" put forth by Paul Kells earlier in the conference. M. Proulx emphasized that young workers can make a difference. There are concrete things that they can do. They can carry the message of the need for health and safety for youth back to their local newspapers, their former high schools and others in their part of Canada. M. Proulx concluded by paraphrasing Antoine de Saint Exupéry:

"Being a man, being a woman is to be responsible. It is to feel that by setting a stone we are contributing in building the world."

In receiving the recommendations of the youth delegates, the Honorable Claudette Bradshaw, the Federal Minister of Labour, saw the conference as a new beginning that had taken a hundred years to occur. Noting that one third of lost-time injuries happen to youth, the Minister said:

"To the young people, I say that I have found your views of the world usually perceptive and often unique. I'm interested in what you have to say. I respect your views. To the rest of us, I say we can learn from our young people just as we can learn from each other. And that is what this conference has been about. It has been about bringing people together to better understand health and safety issues confronting young workers and how to make progress in dealing with the issues."

As to the findings and recommendations of the youth delegates, the Minister of Labour committed to move forward by:

- Agreeing to review the recommendations of the youth delegates,
- Ensuring that her advisors study the recommendations to see what can be done,
- Circulating the youth delegates' proposals to her provincial and territorial colleagues in the coming weeks,
- Presenting the recommendations for review and discussion at the next meeting of the Ministers of Labour in February 2001 in Newfoundland, and
- Working with other levels of government as several of the issues raised cut across municipal, provincial and federal jurisdiction.

The Minister thanked the delegates for their frankness, and concluded that the process involving youth with health and safety must continue.

SECTORAL REPORTS

(Please note that the following provides the unedited speaking points of the youth delegates representing their particular breakout sessions.)

Agriculture and Fisheries Sector

Presenter: Jodyne Green

Key Issues Identified:

- Workers on farms and boats starting at a young age (10 years old etc.) running machinery and other equipment. Machinery is dangerous without proper training.
- Working long hours, wanting to go until job is done because it is a very seasonal job; therefore, workers are fatigued and not working at their best ability
- These are mainly family run businesses so there is difficulty in regulating, compensating. They are not happy to change methods.
- Need more health awareness – farmers using chemicals and not knowing the hazards – fumes from silos, manure storage tanks, dust.
- High percentage of the total work related deaths are in the agriculture sector. In Manitoba, 46%.

Key Recommendations:

- Education: National Awareness Campaign with posters, advertisements in retailers, service dealerships directed towards the family/parents with focus on children. Focus on simple precautions, safety tips, habits. Commercial on television, radio with realistic graphics words, pictures.
- Experienced people to speak to local communities (such as survivors of injuries) to give them a personal story; people need to realize it can happen to them. Start advertising campaign at busy season (i.e. harvesting, haying etc.) to make more of an impact. Have an eye-catching, grabbing slogan/ad to start off campaign.
- Try to get sponsorship from companies to join our campaign. But in order to be successful we need the support and commitment of all parties involved. Example; similar to that of Ford. Get adults to think, evaluate, then act. "We can only do so much – You must know the value of your life. It is your responsibility at the end of the day to make sure you (and children) are safe."
- It is hard to get older generations to change, so we must focus on youth - they are the future. Start at first grade. Too often young children are on machines, not wearing safety equipment. Tell everyone this is not safe.

Mining, Oil and Gas Sector

Presenters: Kevin Piffard, Brandon Price, Kerry Loades

Key Issues Identified:

- Enforcement: Lack of
- Statistically Driven: Need to add 'human factor'
- Awareness and Attitude: Needs to change

Key Recommendations:

- National Organization:
  - has to set standards across Canada for enforcement and regulations
  - has high level of power/authority
  - represent workers
  - similar to WCB
  - big in media (commercials)
- Schooling/Training/Mentoring:
  - continued education/reeducation

Forestry and Construction Sector

Presenter: Derek Hayden

Key Issues Identified:

- Need to achieve greater compliance with existing regulation
- Education of workers' rights and responsibility and training
- Education of employers obligations and knowledge of youth
- Not enough job specific safety issues

Key Recommendations:

- Education of Youth:
  - in grade school,
  - general knowledge
- Education of Employees:
  - their obligations,
  - knowledge about youth,
  - focus on small employers
- Consistency across industry, employers, employees, provinces and country (same basic guidelines)
- Shared cost partnership with business, organizations, government, employees
- Require Youth Participation:
  - Set-up "Provincial Youth OH&S Advisory Committees"
  - Set-up a "Canadian Youth OH&S Advisory Committee"
- Youth to call on the government to act quickly to criminalize negligence leading to serious injury or fatalities on the job by making the necessary amendments to the criminal code.

Manufacturing, Transportation, Utilities and Communications Sector

Presenter: Richard Luxon

Key Issues Identified:

- Education and training regarding safety procedures and the rights of the employee.
- Appropriateness of training – are the training method and objectives appropriate? (Consider the length of term and experience/education of worker)
- National safety standard – performance standards (guards on machinery, etcetera)
- Communication – there must be clear two way communication between employer and employee. Supervisors require soft skills – possibly training to acquire training skills
- Enforcement and supervision
  - government must enforce rules on employers
  - employers must enforce rules on employees
  - supervision should be geared to education and experience of employee
  - fining employers for safety infraction is not sufficient. You can not place a dollar amount on a life. Consequences should be severe enough to give a message to employers. Use the penalties. Labour Departments need to dialogue with the Solicitor General to move the financial penalties up.
- Attitude and cultural change – resolution of the other issues should result in this.

Key Recommendations:

- Schools:
  - continual safety training from kindergarten
  - education should be geared to life events (before age 14)
  - modules appropriate for age levels
- Consider experience and education of employee. Is training appropriate method? Is it geared to employees? Should standards for training be required for certain positions or be left to safety committees that have been trained?
- We would like to see national safety standards.
- Soft skills training for employers to open two-way dialogue between employers and employees
- Enforcement
- Support groups in communities such as the Safe Communities Foundation
- National Safety Campaign – commercials, brochures, bus boards. Governments should spend the necessary dollars to do this. (Campaign needs a commercial aimed at younger people to draw them in; what catches the attention of youth is something puts a face and name to a story.)

Hospitality, Food and Retail Sector

Presenter: Deveilyau Tymusko

Key Issues Identified:

- Lack of employer interest regarding Health and Safety issues
- Employer – employee relations
- Lack of customized training for specific areas of employment:
  - conflict resolution
  - violence in the workplace
  - employee suitability/ job qualification
- Lack of knowledge of rights and responsibilities on both sides – employer and employee
- Lack of standard orientation procedures
- Hours of work
- Lack of legislative enforcement and requirements
- Ergonomics

Key Recommendations:

- Employer Interest:
  - penalties, better enforcement in place
  - better employer education programs with safety and health checks
  - more social awareness with youth as well as communication
  - more support for opinions received
  - health and safety programs for new businesses entering community
- Employer – Employee Relations:
  - improved communications skills
  - regular staff meetings
  - community involvement and experience during employees teen years
  - employer/employee promotions by TV, radio, pamphlets, workshops etc.
  - social interaction workshops including public speaking, hands-on involvement, active participation, political education for youth, better overall understanding, procedures for change-awareness for others, and complaints

- Training:
  - specialized training
  - employee certificates upon completion of courses (with expiry dates to urge employees to remain updated)
  - increased awareness of free courses offered within the community
- Rights and Responsibilities:
  - posters, visual pictures of health and safety procedures
  - union and non-union workshops discussing the benefits, advantages and disadvantages of both
  - school and non-school programs
  - more information overall through youth involvement, community support, university student associations, large organizations that will provide knowledge and support
  - parent councils should involve students with current H&S concerns
- Orientation Procedures:
  - standardized orientation to the workplace with training backed by the law and enforced
  - employee H&S certification with mandatory updates to continue in the workplace
  - feedback, checklists, questionnaires, standard safety lists for each sector
  - simple fun activities – content is easy to understand and remember and therefore translate and put into use in the workplace
  - overall orientation procedures and information for:
    - new Canadians
    - small business and major business organizations
    - youth and students
    - employer participation, interaction, awareness and responsibility
- Hours of Work:
  - increased awareness of laws both nationally and provincially regarding hours and breaks etc.
  - employer/employee understanding regarding normal and special circumstances within the current workplace
  - emergency awareness for all times of employment
  - when youth are alone or with others
  - have a back-up plan
  - protection policies (youth awareness, understanding regarding terms and exceptions to the rules laid out

- Legislative Enforcement:
  - ratio change between inspectors/enforcers to workers
  - community involvement and promotions
  - more recommendations for inspections from and by the workers
  - time frame for inspections
  - penalties for lack of safety and heath standards and failed inspections
  - education (nationally and provincially)
  - overall awareness
- Ergonomics:
  - training in the school systems
  - orientation procedures that expand on different benefits of proper ergonomically correct structures that increase health and safety for youth and overall workers
  - communication between employer and employee that openly discusses current issues and situations within the workplace
  - open discussion to effectively change and improve current conditions to satisfy all who work within the current facility

Overall:

Information needs to be directed through the school board, library, YMCA/YWCA, youth centres, disadvantaged youth, youth internet links, public places.

The content of this presentation is considered a high priority within youth today across Canada and must be first and foremost across within government.

Small Business and Independent and Contract Workers

Presenter: Wendy March

Key Issues Identified:

- Resource material – where do the resources come from regarding health and safety in the workplace
- Training of employees – small business owners must have the resources necessary to educate (employees) for safety to take a priority
- Knowledge of provincial legislation – each province may have different legislation. How do provinces differ? Benchmark with the best.
- Reaching small business owners/contractors
- Being insured no matter how few employees
- No consistency in training people for different jobs
- Contract work – there for a short time. How much time do we invest in safety?
- Familiar and comfortable in small business – more relaxed and no policy manual. Safety may not be a big issue.

Key Recommendations:

- Ensure consistency in training. This can be done through resources, i.e. manual, videos, etc. and mandatory training.
- Never sign waiver reducing the employer's responsibility
- Training should be available to supervisors/owners. Should be inexpensive and short in duration. Provide incentives. Be proactive.
- Incentive programs should be implemented to recognize health and safety.
- Organizations such as safety agencies or workers compensation boards should make resource material more available.
- A central body should be established that manages health and safety nationwide. This will ensure consistency. All provinces and territories should be represented.

Office and High Technology Sector

Presenter: Jacqueline Johnson

Key Issues Identified:

- Lack of ministerial and high-level government attendance, involvement and support
- Lack of awareness – of employee and employer relating to health and safety in the workplace Education and training regarding safety procedures and the rights of the employee.
- We have the following concerns:
  - employers do not fully appreciate youth perspectives
  - standards/legislation/regulations are not effectively enforced

Key Recommendations:

- Increased (Ministerial and high-level government) actual attendance and involvement and direct dialogue
- Awareness: Nation-wide AWARENESS CAMPAIGN targeted to schools, workplaces in all sectors, all homes
- We want to make workplace health and safety common knowledge everywhere across Canada.
- We want national legislation that makes all employers responsible to provide all employees with a package (orientation package, name of representative or OHS committee, rights, roles and responsibilities of employees and employers, any relevant contact information and addresses)

Health Sector

Presenter: Darren Entner

Key Issues Identified:

- Exploitation of youth as low wage employees to offset loss of fully qualified staff
- Absence of health and safety training is aggravated because care crisis priorities and pressures are elsewhere
- Lack of awareness regarding rights and responsibilities
- Current health and safety standards are not being enforced.
- Needing management commitment to safety

Key Recommendations:

- Employer has responsibility to train any employee so that they are qualified to perform duties
- Education: Health and safety become a part of K – 12 core curriculum
- National youth safety campaign that educates youth on their rights and responsibilities
- Involvement of labour movement in youth health and safety
- Increased monetary benefits for keeping youth safe in the work place
- Provincial and national youth conferences on Health and Safety

The Volunteer Sector

Presenter: Serena D'Souza, Josh Shufel, Claudine Bulley, Karine Ouimet

Key Issues Identified:

- Volunteers have no benefits and no legal protection
- Volunteers are usually untrained, and aren't educated about their role
- Ignorance of dangers in many volunteer settings
- Volunteers are replacing paid staff
- Many organizations that depend on volunteerism have few financial resources
- Lack of respect, appreciation, and (the attitude that) volunteers are dispensable

Key Recommendations:

- Federal and Provincial regulations protecting volunteers' safety like regular employees.
- A free government registry for non-profit agencies that accept volunteers. This registry would provide training, educating and resources on health and safety for the agencies and for their volunteers.
- If someone did get hurt at a registered agency, the government would pay the compensation if the company is not found at fault.
- The agency must provide the volunteers with a job description and (describe) what their duties are. This description must be approved by the registry.

National Level

Presenter: Carlos Doubleday

Key Issues Identified:

- Education: school, work, individual
- Standard set across Canada
- Vision of the future

Key Recommendations:

- Education:
  - School: An action to incorporate the health and safety policies and procedures in Grades 3 – 12 and a health and safety committee in the schools
  - Work: employers should be trained in communications and presentations to introduce the content
  - Individual: Should be aware of the text and requirements needed
- Standards: all schools and provinces should be given a national test to bring provinces to an equal place
- Vison for the Future: A Youth Federation of Health and Safety

LE GRAIN QUE L'ON SÈME AUJOURD'HUI

COMPTE RENDU DE LA CONFÉRENCE SUR LA SANTÉ ET LA SÉCURITÉ DES JEUNES AU TRAVAIL TENUE DU 15 AU 18 OCTOBRE

OTTAWA

Ce projet a bénéficié d'une aide financière fournie par le Programme de partenariat syndical-patronal et la Stratégie emploi jeunesse. Les opinions exprimées dans le présent document ne reflètent pas nécessairement celles du gouvernement du Canada ou celles des principaux organisateurs, à savoir le Syndicat canadien des communications, de l'énergie et du papier et l'Association canadienne des fabricants de produits chimiques.

31 DÉCEMBRE 2000

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Du 15 au 18 octobre, 130 jeunes employés et un nombre égal de professionnels de la santé et de la sécurité et de représentants de parties intéressées, notamment l'industrie, les syndicats et le secteur public, ont assisté à la toute première conférence canadienne sur la santé et la sécurité des jeunes au travail. La conférence, qui s'est tenue à Ottawa, avait pour but de cerner les problèmes auxquels font face les jeunes au cours de leurs premières années sur le marché du travail et de trouver des solutions en consultant les jeunes.

Madame Ethel Blondin-Andrew, secrétaire d'État à l'Enfance et à la Jeunesse, a officiellement inauguré les débats.

On a demandé à tous les délégués de participer à des séances sectorielles simultanées pour discuter de certains aspects de la santé et de la sécurité des jeunes au travail dans les secteurs suivants :

- l'agriculture et les pêches;
- l'exploitation minière, le pétrole et le gaz;
- l'exploitation forestière et la construction;
- la fabrication, les transports, les communications et les services publics;
- le tourisme d'accueil, l'industrie alimentaire et le commerce de détail;
- les PME et les travailleurs indépendants et contractuels;
- le travail de bureau et la haute technologie;
- la santé;
- le bénévolat.

Un groupe distinct a également examiné les questions liées à la santé et à la sécurité vues dans une perspective nationale.

De jeunes délégués on présenté les conclusions des différentes séances sectorielles, secteur par secteur. Les jeunes délégués ont défini sept principaux sujets de préoccupation qui influent considérablement sur la santé et la sécurité des jeunes qui sont sur le marché du travail canadien, à savoir :

- la nécessité d'offrir davantage de cours et de formation;
- la nécessité de sensibiliser davantage les employeurs et les employés;
- les lacunes au niveau de l'application des règles;
- les compétences limitées des superviseurs en matière de communication;
- l'accessibilité et le coût de l'information;
- la nécessité d'établir des normes nationales;
- un certain nombre d'activités où aucune mesure n'est prise en vue d'assurer la santé et la sécurité des travailleurs.

Parmi les principales recommandations des jeunes, mentionnons :

- Accroître l'éducation et la formation données aux jeunes en ce qui concerne la santé et la sécurité, notamment en incluant ces connaissances dans le programme de base du préscolaire jusqu'à la fin du secondaire.
- Créer un programme national de sensibilisation à la santé et à la sécurité visant en particulier les jeunes, les familles et les enfants.
- Resserrer l'application des règles dans ce domaine et imposer des peines plus sévères pour le non-respect de ces règles.
- Offrir aux superviseurs des cours pour améliorer leur aptitude à la communication.
- Uniformiser les normes en matière de santé et de sécurité à l'échelle du pays.
- Appliquer au secteur du bénévolat les lois régissant la santé et la sécurité et faire un usage accru de programmes d'encouragement visant à améliorer les pratiques en matière de santé et de sécurité dans les PME.
- Former sans tarder des comités consultatifs jeunesse sur la santé et la sécurité au sein de chaque territoire et province et au niveau national.

Les jeunes délégués ont également insisté sur le fait que les jeunes qui travaillent ne devraient jamais signer une renonciation de droits limitant les responsabilités de l'employeur en matière de santé et de sécurité.

Les jeunes délégués ont présenté leurs conclusions et recommandations aux membres principaux du panel, en l'occurrence Sandra Morgan, Hassan Yussuff, Perrin Beatty et Maurice Proulx.

En recevant les conclusions des jeunes délégués, la ministre fédérale du Travail, Claudette Bradshaw, a déclaré que cette conférence constituait un nouveau départ après un siècle d'efforts dans ce domaine. La ministre s'est engagée à prendre les mesures suivantes :

- Examiner les recommandations des jeunes délégués.
- Veiller à ce que ses conseillers étudient les recommandations pour voir ce qui peut être fait.
- Faire circuler au cours des prochaines semaines les propositions des jeunes délégués auprès de ses collègues provinciaux et territoriaux.
- Présenter les recommandations pour examen et discussion à la prochaine réunion des ministres du Travail, qui se tiendra à Terre-Neuve en février 2001.
- Travailler avec les autres paliers des pouvoirs publics, étant donné que plusieurs questions soulevées relèvent à la fois des compétences municipales, provinciales et fédérales.

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1. INTRODUCTION

«Les travailleurs de demain récolteront les fruits de ce que l'on a semé aujourd'hui.»
Jodyne Greene : jeune déléguée du Manitoba

Du 15 au 18 octobre, 130 jeunes employés et un nombre égal de professionnels de la santé et de la sécurité et de représentants de parties intéressées, notamment l'industrie, les syndicats et le secteur public, ont assisté à la toute première conférence canadienne sur la santé et la sécurité des jeunes au travail. La conférence, qui s'est tenue à Ottawa, avait pour but de cerner les problèmes auxquels font face les jeunes au cours de leurs premières années sur le marché du travail et de trouver des solutions en consultant les jeunes.

Madame Ethel Blondin-Andrew, secrétaire d'État à l'Enfance et à la Jeunesse, a officiellement inauguré les débats. Elle a indiqué que la conférence constituait un premier pas dans la bonne direction pour résoudre une situation inacceptable.

Afin d'établir le contexte de la santé et la sécurité en milieu de travail, des conférenciers invités ont abordé plusieurs questions d'une grande portée. Parmi ces conférenciers figuraient notamment :

- Paul Kells, qui a expliqué pourquoi la santé et la sécurité des jeunes au travail constitue une question unique et une priorité pour tous les intervenants dans ce domaine.
- Mel Camilli, qui a parlé des efforts qu'il déploie pour sensibiliser les jeunes travailleurs à l'importance de la santé et de la sécurité au travail.
- Le Dr Louis Francescutti, qui a traité de l'aspect médical de la prévention des blessures.
- Laura Hannant, qui a parlé de la question plus générale du travail des enfants.

Les panelistes et les jeunes délégués ont ensuite formulé des opinions éclairées sur les questions suivantes :

- la santé et la sécurité des jeunes au travail : enjeux et priorités;
- la nature du milieu de travail : effets potentiels sur la santé et la sécurité des jeunes travailleurs.

Des ateliers, donnés encore une fois en collaboration avec des spécialistes et des jeunes délégués, ont permis de discuter d'aspects plus techniques ayant trait aux questions suivantes :

- Enjeux, défis et répercussions du travail sur les jeunes.
- Besoins en éducation et en formation – Réduire les risques auxquels s'exposent les jeunes employés.
- Rôles et responsabilités – Santé et sécurité.

On a demandé à tous les délégués de participer à des séances sectorielles simultanées pour discuter de certains aspects de la santé et de la sécurité des jeunes dans les secteurs suivants :

- l'agriculture et les pêches;
- l'exploitation minière, le pétrole et le gaz;
- l'exploitation forestière et la construction;
- la fabrication, les transports, les communications et les services publics;
- le tourisme d'accueil, l'industrie alimentaire et le commerce de détail;
- les PME et les travailleurs indépendants et contractuels;
- le travail de bureau et la haute technologie;
- la santé;
- le bénévolat.

Un groupe distinct a également examiné les questions liées à la santé et à la sécurité vues dans une perspective nationale.

En se fondant sur l'information reçue au cours des exposés et des ateliers et sur leur propre expérience, les jeunes délégués participant aux séances sectorielles ont élaboré des conclusions et des recommandations concernant la santé et la sécurité des jeunes au travail. Ils ont ensuite présenté ces conclusions et recommandations aux membres principaux du panel, en l'occurrence :

- Sandra Morgan, sous-ministre, Ministère du Travail de la Saskatchewan, et présidente sortante de l'Association canadienne des administrateurs de la législation ouvrière;
- Hassan Yussuff, vice-président à la direction, Congrès du Travail du Canada;
- Perrin Beatty, président et directeur général, Manufacturiers et exportateurs du Canada;
- Maurice Proulx, sous-ministre adjoint, ministère de l'Éducation de l'Ontario.

Claudette Bradshaw, ministre du Travail, a reçu les recommandations des jeunes délégués et a mis fin à la conférence.

2. PRINCIPALES CONCLUSIONS

> *«La question de la santé et de la sécurité au travail est considérée comme hautement prioritaire chez les jeunes d'un bout à l'autre du pays, et le gouvernement doit également lui accorder la plus grande priorité.»*
>
> *Deveilyau Tymusko : jeune déléguée de la Colombie-Britannique*

De jeunes délégués ont présenté les conclusions de leurs séances sectorielles respectives aux membres principaux du panel. Les jeunes délégués ont ainsi défini sept principaux sujets de préoccupation qui influent considérablement sur la santé et la sécurité des jeunes sur le marché du travail canadien, à savoir :

- la nécessité d'offrir davantage de cours et de formation;
- la nécessité de sensibiliser davantage les employeurs et les employés;
- les lacunes au niveau de l'application des règles;
- les compétences limitées des superviseurs en matière de communication;
- l'accessibilité et le coût de l'information;
- la nécessité d'établir des normes nationales;
- un certain nombre d'activités où aucune mesure n'est prise en vue d'assurer la santé et la sécurité des travailleurs.

Vous trouverez ci-dessous des détails sur les conclusions présentées par les jeunes délégués. Vous pouvez également consulter les notes de travail qui ont servi à présenter ces conclusions, en annexe du présent rapport.

2.1 Éducation et formation

Les porte-parole de tous les secteurs ont constaté que les employeurs comme les employés manquent de connaissances en ce qui concerne leurs obligations, leurs droits et leurs responsabilités dans le domaine de la santé et la sécurité au travail, l'établissement de processus efficaces en la matière et les avantages de tels processus.

Un jeune délégué a dit : «Il y a un manque d'uniformité dans la formation donnée pour différents emplois».
Un autre : «Il est dangereux d'utiliser de la machinerie si l'on a pas reçu une formation appropriée».
Un troisième : «Il y a un manque de connaissances ... de part et d'autre».

La formation revêt une importance particulière pour les jeunes car, lorsqu'ils n'ont pas d'expérience de travail, elle leur donne un aperçu de leur milieu de travail qui ne peut que contribuer à accroître leur sécurité. La formation s'avère également importante pour les travailleurs expérimentés, car elle leur permet d'actualiser leurs connaissances dans le domaine de la santé et la sécurité au travail.

Les porte-parole ont également mentionné qu'il faudrait peut-être offrir de la formation sur mesure dans certains secteurs d'emploi. La formation devrait également porter sur la résolution de conflits, la violence en milieu de travail et le bénévolat.

2.2 Sensibilisation et attitudes en général

Les jeunes délégués ont fait remarquer que les employeurs comme les employés devaient modifier leur perception de la santé et la sécurité au travail et leur attitude à cet égard, notamment en ce qui touche les jeunes. Comme l'a dit un délégué, l'attitude envers les jeunes se résume souvent à un énoncé comme :

> «Qu'est-ce que tu en sais? Tu n'as pas autant d'expérience que nous.»

D'autres porte-parole ont reconnu que bien souvent, les employés plus âgés et les employeurs ne se rendent pas compte de la situation critique dans laquelle se trouvent les jeunes en ce qui a trait à la santé et la sécurité au travail, ou qu'ils ne veulent pas la voir.

> «Nous (les jeunes) ne pouvons faire plus – vous (les employés plus âgés et les employeurs) devez savoir combien vaut notre vie, car c'est vous, au bout du compte, qui avez la responsabilité de vous assurer que vous (et vos enfants) êtes en sécurité.»

Parmi les exemples de comportements à risque, mentionnons : les agriculteurs qui, lorsqu'ils font travailler des jeunes, utilisent des pesticides sans en connaître entièrement les effets dangereux et les jeunes travailleurs à contrat qui, souvent, ne respectent pas les mesures visant à assurer santé et sécurité au travail, car ils sont sur les lieux pour peu de temps seulement. Les délégués du secteur du tourisme d'accueil, de l'industrie alimentaire et du commerce de détail et du secteur de la santé ont également souligné que, en général, les employeurs de leur secteur ne tiennent pas compte de l'opinion des jeunes travailleurs en ce qui concerne la santé et la sécurité. Ils les considèrent comme de simples remplaçants sous-payés.

2.3 Application

Les jeunes porte-parole de pratiquement tous les secteurs ont dénoncé les lacunes sur le plan de l'application efficace des règles en matière de santé et de sécurité observées tant chez les employeurs que chez les employés.

2.4 Communications

Les jeunes délégués ont constaté que de nombreux employeurs ont de la difficulté à traiter avec les jeunes, et que les superviseurs sont souvent dépourvus de l'entregent nécessaire pour bien communiquer. Les jeunes sont souvent conscients d'une situation dangereuse, mais si celle-ci ne fait pas l'objet d'une discussion ouverte entre les jeunes et la direction, la santé et la sécurité peuvent être compromis. «Il doit y avoir communication franche dans les deux sens entre l'employeur et les employés» souligne un des porte-parole.

Cette observation doit être interprétée en contexte : un grand nombre d'employeurs ne veulent pas que les jeunes fassent des difficultés.

2.5 Accessibilité et coût de l'information

Il faut du temps et de l'argent pour accéder à l'information et la communiquer aux employés. Les délégués font observer que cela pourrait nuire à la santé et à la sécurité en milieu de travail, notamment dans les PME et dans le secteur de l'agriculture et des pêches.

2.6 Normes et procédures d'orientation

Un des principaux sujets de préoccupation des jeunes travailleurs est le fait que les normes de sécurité et les procédures d'orientation varient d'un secteur à l'autre et d'une province à l'autre. Un des porte-parole a suggéré que les secteurs et les provinces définissent les «meilleurs» processus et s'en servent comme points de référence.

2.7 Non-application des règles en matière de santé et de sécurité

Les porte-parole ont également constaté que certaines activités exercées sur le marché du travail ne sont pas réglementées par les lois actuelles en matière de santé et de sécurité ou semblent échapper au contrôle de l'appareil administratif mis en place pour faire respecter les règlements dans ce domaine. Ce problème est d'une importance capitale pour les jeunes, car ils trouvent bien souvent leur premier emploi dans un secteur où les règles en matière de santé et de sécurité ne sont pas observées.

Parmi les activités en cause figurent le travail dans les PME, le travail agricole, le travail à contrat, le travail à domicile et le bénévolat. La non-observation des règles en matière de santé et de sécurité prend diverses formes; notamment, de l'information utile sur la santé et la sécurité n'est peut-être pas distribuée et les mesures prises pour améliorer la situation en la matière sont parfois limitées. De plus, une personne qui se blesse n'aura peut-être droit à aucune indemnité. Le fait d'échapper au contrôle de l'appareil administratif visant à faire respecter les règles en la matière se traduit par les mêmes résultats.

Les secteurs les plus susceptibles d'échapper à ce contrôle sont l'agriculture et les pêches ainsi que le bénévolat.

3. PRINCIPALES RECOMMANDATIONS

«Tous les participants à l'atelier ont convenu que les jeunes employés ont peur de poser des questions, craignent l'employeur et ne savent pas à qui s'adresser.»

Jacqueline Johnson : jeune déléguée de la Saskatchewan

Les jeunes délégués ont présenté aux membres principaux du panel les recommandations de leurs secteurs respectifs. Celles-ci figurent ci-après dans le même ordre que les conclusions dont elles découlent. Viennent ensuite des recommandations spéciales sur la formation de conseils consultatifs jeunesse et la pratique qui consiste à faire signer aux jeunes employés des renonciations réduisant les responsabilités de l'employeur en matière de santé et de sécurité.

Les recommandations détaillées sont exposées ci-dessous; à titre de référence, les notes dont se sont servis les jeunes délégués pour présenter les recommandations figurent en annexe du présent rapport.

3.1 Éducation et formation

Tous les rapports issus des séances sectorielles recommandent que les jeunes bénéficient d'une éducation et d'une formation accrues. Plusieurs rapports recommandent plus précisément que la santé et la sécurité fassent partie intégrante du programme d'études de base du préscolaire jusqu'à la fin du secondaire. L'un des porte-parole a précisé pourquoi cela était nécessaire :

«Il est difficile de faire changer les gens des générations plus âgées; on doit donc axer nos efforts sur les jeunes – qui sont les travailleurs de demain. Il faut commencer dès les premières années d'école.»

D'autres rapports recommandent que la formation spécialisée réponde aux besoins réels des emplois actuels et que les employeurs reçoivent également une formation. La formation liée à l'emploi pourrait donner lieu à une accréditation à laquelle les employés n'auraient pas droit s'ils ne maintenaient pas à jour leurs connaissances dans ce domaine.

Les cours et la formation devraient également être adaptes aux besoins des PME.

3.2 Sensibilisation et attitudes en général

La plupart des jeunes porte-parole ont insisté sur la nécessité de mettre sur pied une campagne nationale de sensibilisation à la santé et à la sécurité visant en particulier les jeunes, les familles et les enfants. Plusieurs recommandations ont été formulées quant au message fondamental de la campagne et aux méthodes à privilégier. En résumé, la campagne aurait principalement comme objectifs :

- de diffuser le message auprès des jeunes, des familles et des enfants, et de mettre l'accent sur des précautions simples, des conseils de sécurité, etc.;

- de faire en sorte que les employeurs et les employés soient pleinement conscients de leurs obligations, de leurs droits, de leurs responsabilités et des lois en matière de santé et de sécurité au travail.

La campagne serait menée à l'échelle nationale et dans tous les médias, entre autres : la télévision, la radio, les panneaux d'affichage, les panobus. Le succès d'une telle campagne repose sur la participation active de toutes les parties, notamment les jeunes, les syndicats et les autorités publiques.

Les participants ont convenu qu'il faudrait élaborer des programmes de formation particuliers pour les secteurs suivants :

- les PME;
- l'agriculture;
- les pêches;
- le bénévolat.

Plusieurs porte-parole ont indiqué que l'on pourrait faire des progrès au chapitre de la sensibilisation et des attitudes, en particulier en ce qui concerne les employés et les PME, si l'on avait davantage recours aux groupes de soutien et aux organismes locaux déjà établis. Le recours à ces groupes et organismes devrait s'inscrire dans la campagne nationale de sensibilisation. Parmi les groupes de soutien locaux, on songe notamment à la Safe Communities Foundation, aux YMCA/YWCA, aux regroupements de PME, aux conseils de parents et d'enseignants, aux fournisseurs de services agricoles.

3.3 Application

La plupart des jeunes porte-parole ont recommandé que l'application des règles régissant la santé et la sécurité soit resserrée. Ils ont également recommandé que des peines beaucoup plus sévères soient imposées pour le non-respect de ces règles et que, s'il le fallait, on modifie le Code criminel afin qu'il s'applique aux infractions dans le domaine de la santé et de la sécurité lorsque la négligence délibérée cause des blessures graves ou entraîne la mort.

Les porte-parole font également observer que le resserrement des règles devrait s'appliquer tout autant aux employeurs qu'aux employés.

3.4 Communications

Les jeunes délégués ont recommandé que l'on offre aux superviseurs des cours pour améliorer leur aptitude à communiquer afin qu'ils aient de meilleurs rapports avec les jeunes. Ces cours auraient pour but de préparer les superviseurs à dialoguer avec les jeunes employés et à respecter leur opinion.

3.5 Normes et procédures d'orientation

La plupart des jeunes porte-parole ont reconnu qu'il fallait uniformiser les normes et les procédures d'orientation à l'échelle du pays. On pourrait établir des normes nationales fondées sur les lois nationales, ou chaque province ou territoire pourrait adapter ses normes en fonction des meilleures normes reconnues au pays.

Les procédures d'orientation devraient également être normalisées dans tous les secteurs d'activité au pays.

3.6 Non-application des règles en matière de santé et de sécurité

Les porte-parole ont formulé les principales recommandations suivantes :

- appliquer les lois actuelles en matière de santé et de sécurité au secteur du bénévolat;
- inscrire sur un registre les organismes qui font travailler des bénévoles;
- les administrations publiques devraient offrir de la formation au secteur du bénévolat, ainsi qu'aux bénévoles qu'elles font travailler;
- fournir une aide financière au secteur du bénévolat afin que les bénévoles qui se blessent reçoivent des indemnités;
- fournir une aide financière aux PME et aux entreprises du secteur de l'agriculture et des pêches afin qu'elles obtiennent de l'information sur la santé et la sécurité et qu'elles la communiquent à leurs employés;
- avoir davantage recours à des programmes d'encouragement visant en particulier à inciter les PME à adopter de meilleures pratiques en matière de santé et de sécurité.

3.7 La formation de comités consultatifs jeunesse

Les porte-parole ont recommandé que l'on forme sans tarder des comités consultatifs jeunesse. On prévoit qu'il y aurait un comité dans chaque territoire et province et au niveau national.

3.8 Avertissement

Les porte-parole ont également insisté sur le fait que les jeunes qui travaillent ne devraient jamais signer une renonciation de droits limitant les responsabilités de l'employeur en matière de santé et de sécurité.

4. CE QUI A ÉTÉ DIT ET CE QUE L'ON COMPTE EN FAIRE

«Ce que l'on a fait ici n'est rien si on n'y donne pas suite.»
Derek Hayden : jeune délégué de Terre-Neuve

Les jeunes délégués ont présenté leurs conclusions et recommandations aux membres principaux du panel, en l'occurrence Sandra Morgan, Hassan Yussuf, Perrin Beatty et Maurice Proulx.

Mme Morgan a fait une synthèse des messages livrés par les jeunes porte-parole et délégués au cours de la conférence et dans leurs rapports sectoriels :

- «Vous vous blessez au travail et c'est inacceptable»;
- «Vous voulez faire quelque chose et vous voulez participer à la solution»;
- «Vous voulez être informés de vos droits et responsabilités»;
- «Vous voulez des programmes scolaires universels et accessibles, offerts de préférence dès le préscolaire»;
- «Vous voulez que l'on fasse respecter les lois qui existent dans ce domaine»;
- «Vous voulez que l'on établisse des normes et des programmes de sensibilisation à l'échelle nationale»;
- «Vous avez d'excellentes idées et recommandations à soumettre au gouvernement»;
- «Vous voulez travailler avec nous et que votre opinion soit prise en compte.»

Mme Morgan s'est engagée à transmettre à chaque sous-ministre du Travail au Canada les conclusions et recommandations des jeunes délégués et à présenter un compte rendu de la conférence à la prochaine réunion de l'Association canadienne des administrateurs de la législation ouvrière. Elle a aussi annoncé que la Saskatchewan a créé un comité consultatif jeunesse sur la santé et la sécurité, et qu'elle invitera ses collègues des autres provinces à faire la même chose.

M. Hassan Yussuff a fait remarquer qu'un thème central revenait dans tous les exposés des jeunes délégués : «l'éducation, l'éducation et encore l'éducation». Il ajoute que les jeunes doivent être conscients de leurs droits et des dangers présents en milieu de travail, et que l'éducation constitue le moyen d'atteindre cet objectif.

M. Yussuff affirme également : «Un sommaire de la conférence sera publié. Je suis certainement prêt à présenter les recommandations aux comités mixtes sur la santé et la sécurité du Congrès du Travail du Canada et à en discuter avec mes collègues afin de voir comment nous pouvons contribuer à la mise en œuvre de ces recommandations à l'échelle nationale et ainsi leur donner un sens.» Il termine sur ces mots : «Vous transmettez un message d'espoir et d'optimisme. Nous perdons certaines batailles, mais je crois que nous pouvons gagner celle de la santé et de la sécurité. Votre détermination et votre dévouement, ainsi que la collaboration des futurs travailleurs de ce pays, ne peuvent mener qu'au succès. Nous allons faire bouger les choses et nous allons apporter le genre de changements que vous nous avez demandé de faire aujourd'hui.»

Pour M. Perrin Beatty, les recommandations des jeunes porte-parole se divisent en trois grandes catégories : sensibilisation, coordination et uniformité accrues à l'échelle nationale, et mesures adéquates visant à assurer le respect des règlements. Il convient que l'information sur les droits en milieu de travail doit être diffusée plus tôt, de préférence à l'école, avant l'entrée sur le marché du travail. En ce qui concerne les normes nationales, il indique que l'on pourrait en faire plus si l'on collaborait pour trouver des solutions pratiques, axées en particulier sur la coordination et l'harmonisation. Il ajoute : «J'irai certainement voir les gens de l'Association et les représentants des pouvoirs publics pour leur dire que les associations comme celle que je représente peuvent faire plus en collaborant avec les employeurs pour établir le bien-fondé de la santé et la sécurité en milieu de travail. Nous ne pouvons tout simplement pas nous permettre ces pertes économiques et humaines tragiques qui résultent d'accidents survenus ou de maladies contractées en milieu de travail.»

M. Beatty a demandé aux délégués ce qu'ils avaient l'intention de faire après la conférence. Il leur a dit : «J'aimerais vous lancer un défi. Vous allez partir aujourd'hui et rentrer chez vous, vous qui venez de toutes les régions du pays. Qu'allez-vous faire pour donner suite aux conclusions de la conférence? Vous contenterez-vous de considérer la conférence comme une séance à laquelle vous avez assisté, où vous avez fait des rencontres, échangé avec des collègues de partout au pays et formulé vos recommandations, avant de retourner chez vous et de laisser vos recommandations tomber dans l'oubli, ou poserez-vous des gestes afin de veiller à ce que vos préoccupations soient entendues?». Il a conclu en disant : «Vous pouvez faire avancer les choses si vous êtes prêts à vous engager.»

En accord avec les autres panelistes, M. Maurice Proulx a convenu que des améliorations sur le plan de l'éducation constituent une recommandation d'importance primordiale pour la santé et la sécurité des jeunes au travail. Il s'est dit convaincu qu'il n'y a pas un enseignant au Canada qui ne voudrait pas profiter de ressources pédagogiques pour donner des cours sur la santé et la sécurité s'il avait accès à ces ressources.

M. Proulx a repris plus en détail les propositions faites précédemment par M. Perrin Beatty. Il a fait référence au «pouvoir d'une seule personne» dont a parlé Paul Kells au début de la conférence. M. Proulx a insisté sur le fait que les jeunes travailleurs peuvent faire changer les choses. Ils peuvent poser des gestes concrets. Ils peuvent diffuser, dans les quotidiens régionaux, auprès de leur ancienne école secondaire et dans leur région, des messages concernant la nécessité d'assurer la santé et la sécurité des jeunes au travail. Il termine en citant Antoine de Saint-Exupéry :

«Être un homme, être une femme, c'est être responsable. C'est poser une pierre en pensant que l'on contribue à bâtir le monde.» [traduction libre]

En recevant les conclusions des jeunes délégués, la ministre fédérale du Travail, Claudette Bradshaw, a déclaré que cette conférence constituait un nouveau départ après un siècle d'efforts dans ce domaine. Elle fait observer que le tiers des personnes qui subissent des blessures entraînant des absences sont des jeunes, et ajoute :

«Aux jeunes gens ici présents, je tiens à dire que j'ai trouvé leur analyse du monde pénétrante et souvent unique. Ce que vous avez à dire m'intéresse. Je respecte votre point de vue. Aux autres personnes ici présentes, je dis que les jeunes peuvent nous apprendre des choses tout comme le reste d'entre nous. C'est d'ailleurs la raison d'être de cette conférence : réunir des gens pour mieux comprendre les difficultés liées à la santé et à la sécurité auxquelles font face les jeunes travailleurs, et trouver des moyens d'améliorer la situation.»

Quant aux conclusions et aux recommandations des jeunes délégués, la ministre du Travail s'est engagée à prendre les mesures suivantes :

- Examiner les recommandations des jeunes délégués.
- Veiller à ce que ses conseillers étudient les recommandations pour voir ce qui peut être fait.
- Faire circuler au cours des prochaines semaines les propositions des jeunes délégués auprès de ses collègues provinciaux et territoriaux.
- Présenter les recommandations pour examen et discussion à la prochaine réunion des ministres du Travail, qui se tiendra à Terre-Neuve en février 2001.
- Travailler avec les autres paliers des pouvoirs publics, étant donné que plusieurs questions soulevées relèvent à la fois des compétences municipales, provinciales et fédérales.

La ministre remercie les délégués de leur franchise et termine en disant que la participation des jeunes au dossier de la santé et de la sécurité doit se poursuivre.

RAPPORTS SECTORIELS

(Veuillez noter que les textes qui suivent sont les versions non révisées des notes qui ont servi aux jeunes délégués lorsqu'ils ont présenté les résultats de leurs séances sectorielles respectives.)

Secteur de l'agriculture et des pêches

Porte-parole : Jodyne Green

Principaux sujets de préoccupation :

- Les travailleurs sur les fermes et les navires commencent à travailler à un très jeune âge (10 ans p. ex.) et utilisent de la machinerie et d'autre équipement, ce qui est dangereux si on n'a pas reçu la formation nécessaire.
- On travaille de longues heures, on veut continuer jusqu'à ce que le travail soit terminé, car c'est un emploi très saisonnier; les travailleurs sont donc fatigués et ne peuvent donner leur meilleur rendement.
- Comme il s'agit surtout d'entreprises familiales, il est difficile de réglementer et d'indemniser. Ils n'aiment pas changer de méthode.
- Il faut plus de sensibilisation en matière de santé – des agriculteurs utilisent des produits chimiques et n'en connaissent pas les effets dangereux – les émanations des silos, des citernes de lisier, la poussière.
- Un pourcentage élevé de l'ensemble des accidents mortels en milieu de travail survient dans le secteur de l'agriculture. Au Manitoba, cette proportion s'élève à 46 p. 100.

Principales recommandations :

- Éducation : campagne nationale de sensibilisation, à l'aide d'affiches, de publicité chez les détaillants et les fournisseurs de services, ciblant les familles et les parents et axée en particulier sur les enfants. Accent mis sur des précautions simples, des conseils de sécurité, des habitudes sécuritaires. Annonces publicitaires à la télévision et à la radio, avec des éléments graphiques, des mots et des images réalistes.
- Des gens qui ont vécu certaines expériences (qui ont survécu à des blessures, p. ex.) pourraient aller en parler dans les collectivités, pour donner un témoignage personnel; les gens doivent comprendre que cela peut leur arriver à eux-aussi. Il faut commencer la campagne de publicité en saison de pointe (la récolte, le temps des foins, etc.) pour avoir un plus grand impact. Il faut trouver un slogan, une annonce qui frappe l'imagination pour lancer la campagne.

- Il faudrait trouver des commanditaires pour la campagne. Mais pour réussir, il nous faut l'appui et l'engagement de toutes les parties concernées. Comme cela se fait chez Ford par exemple. Il faut amener les adultes à penser et à évaluer avant d'agir. «Nous ne pouvons faire plus – vous devez savoir combien vaut notre vie, car c'est vous, au bout du compte, qui avez la responsabilité de vous assurer que vous (et vos enfants) êtes en sécurité.»
- Il est difficile de faire changer les gens des générations plus âgées: on doit donc axer nos efforts sur les jeunes – qui sont les travailleurs de demain. Il faut commencer dès les premières années d'école. Trop souvent, des enfants font fonctionner des machines et ne portent pas d'équipement de sécurité. Il faut dire à tout le monde que ce n'est pas sécuritaire.

Secteur de l'exploitation minière, du pétrole et du gaz

Porte-parole : Kevin Piffard, Brandon Price, Kerry Loades

Principaux sujets de préoccupation :

- Application : lacunes
- Axé sur les chiffres : on doit intégrer le facteur humain
- Sensibilisation et attitudes : besoin de changements

Principales recommandations :

- Organisation nationale :
  - doit établir des normes à l'échelle du Canada concernant l'application et les règlements
  - détient beaucoup de pouvoir
  - représente les travailleurs
  - semblable à la Commission des accidents du travail
  - très présente dans les médias (publicité)
- Études/formation/mentorat :
  - formation continue et perfectionnement

Secteur de l'exploitation forestière et de la construction

Porte-parole : Derek Hayden

Principaux sujets de préoccupation :

- On doit se conformer davantage aux règlements en vigueur.
- On doit offrir aux travailleurs des cours sur leurs droits et responsabilités et une formation.
- On doit offrir aux employeurs des cours sur leurs obligations et leur permettant de mieux comprendre les jeunes.
- On ne parle pas assez des questions de sécurité concernant les emplois particuliers de ce secteur

Principales recommandations :

- Éducation des jeunes :
  - à l'école primaire
  - connaissances générales
- Formation des employés :
  - leurs obligations
  - connaissances sur les jeunes
  - accent sur les PME
- Uniformité au sein de l'industrie, chez les employeurs et employés, dans les provinces et au pays (mêmes principes directeurs de base)
- Partenariats à frais partagés avec des entreprises, des organisations, le secteur public et les employés
- Participation des jeunes :
  - établissement de comités consultatifs jeunesse provinciaux sur la santé et la sécurité au travail
  - établissement d'un comité consultatif jeunesse national sur la santé et la sécurité au travail
- Les jeunes doivent demander au gouvernement d'agir promptement pour criminaliser la négligence causant des blessures graves ou des accidents mortels en milieu de travail, en apportant les modifications nécessaires au Code criminel.

Secteur de la fabrication, des transports, des communications et des services publics

Porte-parole : Richard Luxon

Principaux sujets de préoccupation :

- Éducation et formation portant sur les procédures de sécurité et les droits de l'employé.
- La formation offerte convient-elle? Les méthodes de formation et les objectifs sont-ils appropriés? (Tenir compte de la durée de la formation et de l'expérience et de la scolarité du travailleur.)
- Normes de sécurité nationales – normes de rendement (dispositifs de protection sur les machines p. ex.)
- Communications – Il doit y avoir communication franche dans les deux sens entre l'employeur et les employés. Les superviseurs doivent posséder les compétences nécessaires – on pourrait leur offrir une formation pour acquérir des compétences leur permettant de donner de la formation à leur tour.
- Application des règlements et supervision :
  - les administrations publiques doivent obliger les employeurs à appliquer les règlements
  - les employeurs doivent obliger les employés à respecter les règlements
  - la supervision doit être axée sur l'éducation et l'expérience des employés
  - imposer des amendes aux employeurs qui ne respectent pas les règlements en matière de sécurité ne suffit pas. On ne peut évaluer en argent la valeur d'une vie. Les conséquences doivent être assez sérieuses pour que les employeurs comprennent le message. Les ministères du travail doivent discuter avec le solliciteur général pour hausser le montant des amendes.
- Une évolution des mentalités et un changement culturel devraient survenir si on règle les questions mentionnées ci-dessus.

Principales recommandations:

- Écoles :
  - formation sur la sécurité dès le préscolaire
  - l'éducation doit tenir compte des événements de la vie (avant l'âge de 14 ans)
  - modules adaptés aux différents groupes d'âge
- Il faut tenir compte de l'expérience et de la scolarité de l'employé. La formation est-elle une méthode appropriée? Est-elle axée sur les employés? Devrait-on imposer des normes en ce qui concerne la formation donnée pour certains postes ou devrait-on laisser les comités de la sécurité qui ont reçu une formation établir ces normes?
- Nous aimerions que des normes de sécurité nationales soient établies.

- Les employeurs doivent acquérir les compétences leur permettant d'établir un dialogue avec leurs employés.
- Application
- Groupes de soutien dans les collectivités, comme la Safe Communities Foundation
- Campagne nationale sur la sécurité – annonces publicitaires, dépliants, panobus. Les pouvoirs publics devraient fournir le financement nécessaire. (Il faudrait une annonce attirant l'attention des jeunes en particulier. Ce qui les intéresse bien souvent, ce sont les témoignages d'histoires vécues.)

Secteur du tourisme d'accueil, de l'industrie alimentaire et du commerce de détail

Porte-parole : Deveilyau Tymusko

Principaux sujets de préoccupation :

- Le peu d'intérêt des employeurs envers les questions de santé et de sécurité
- Relations employeur-employés
- Absence de formation sur mesure dans certains secteurs d'emploi :
  - résolution de conflits
  - violence en milieu de travail
  - employés mal choisis/qualifications
- Manque de connaissances sur les droits et responsabilités de part et d'autre (employeur et employé)
- Absence de procédures d'orientation normalisées
- Heures de travail
- Lacune au niveau de l'application et des prescriptions des lois
- Ergonomie

Principales recommandations :

- Employeur
  - pénalités; améliorer les mesures d'application des règlements
  - meilleurs programmes de formation des employeurs, comportant des vérifications de la situation en matière de santé et de sécurité
  - sensibiliser davantage les jeunes et communiquer davantage avec eux
  - accorder une plus grande attention à leur opinion
  - programmes de santé et de sécurité pour les entreprises nouvellement installées dans la collectivité
- Relations employeur-employés :
  - améliorer les compétences en matière de communication
  - réunir régulièrement le personnel
  - engagement de l'employé au sein de la collectivité et acquisition d'expérience durant l'adolescence
  - promotion des relations employeur-employés : publicité à la télévision, à la radio, dépliants, ateliers, etc.
  - ateliers d'interaction sociale, portant notamment sur l'art de parler en public, la formation pratique, la participation active, l'éducation politique destinée aux jeunes, un aperçu global de la situation, des procédures visant à apporter des changements et à sensibiliser les autres et la procédure relative aux plaintes

- Formation :
  - formation spécialisée
  - remises de certificats aux employés à la fin des cours (avec une date d'expiration afin de les inciter à se tenir à jour)
  - information sur les cours gratuits offerts dans la collectivité
- Droits et responsabilités :
  - affiches, images décrivant les procédures de santé et de sécurité
  - ateliers organisés par le syndicat et ateliers organisés par le comité de sécurité employeur-employés afin de discuter des avantages et des désavantages des deux approches
  - programmes scolaires et autres programmes
  - diffuser davantage d'information en général, en collaboration avec des jeunes, des organismes communautaires, les associations d'étudiants des universités, de grandes organisations et qui fourniront des connaissances et un soutien
  - les conseils de parents devraient faire participer des étudiants qui se préoccupent de santé et de sécurité
- Procédures d'orientation :
  - orientation normalisée dans les milieux de travail, comprenant notamment une formation sanctionnée et imposée par la loi
  - accréditation des employés en matière de santé et de sécurité et mise à jour obligatoire des connaissances se poursuivant en milieu de travail
  - rétroaction, listes de vérification, questionnaires, listes de contrôle de la sécurité normalisées pour chaque secteur
  - activités simples et amusantes (contenu facile à comprendre et à retenir pouvant donc facilement être appliqué en milieu de travail)
  - procédures d'orientation et information générales pour :
    - les néo-Canadiens
    - les PME et les grandes associations d'entreprises
    - les jeunes et les étudiants
    - participation, interaction, sensibilisation et responsabilité des employeurs
- Heures de travail :
  - faire connaître davantage les dispositions des lois nationales et provinciales relatives aux heures de travail et aux pauses
  - la perception qu'ont les employeurs et les employés d'une situation normale et d'une situation spéciale en milieu de travail

  - faire connaître les procédures d'urgence pour tous les quarts de travail
  - lorsque les jeunes travaillent seuls ou avec d'autres
  - avoir un plan d'urgence
  - politiques en matière de protection (sensibilisation des jeunes, compréhension des modalités des règlements et des exceptions aux règlements en vigueur)
- Application des lois :
  - modifier le ratio inspecteurs/travailleurs
  - engagement communautaire et promotions
  - plus de recommandations de la part d'employés demandant des inspections, et de recommandations pour que des inspections soient faites par des employés
  - calendrier des inspections
  - pénalités pour l'absence de normes de santé et de sécurité et les irrégularités détectées au cours des inspections
  - éducation (à l'échelle nationale et provinciale)
  - sensibilisation générale
- Ergonomie :
  - formation dans le cadre des programmes d'études
  - procédures d'orientation qui précisent les différents avantages des structures appropriées sur le plan ergonomique qui constituent une amélioration en matière de santé et de sécurité pour les jeunes et l'ensemble des travailleurs
  - la communication entre l'employeur et les employés, qui discutent avec franchise des situations et difficultés actuelles au travail
  - discussion ouverte pour modifier et améliorer efficacement les conditions actuelles afin de satisfaire toutes les personnes travaillant dans les lieux visés

Dans l'ensemble :

L'information doit être diffusée par l'entremise des conseils scolaires, des bibliothèques, des YMCA/YWCA, des centres de jeunes, des services pour jeunes défavorisés, des liens Internet pour jeunes ainsi que dans les endroits publics.

Le contenu du présent exposé est considéré comme hautement prioritaire par les jeunes d'un bout à l'autre du Canada, et le gouvernement doit également lui accorder la plus grande priorité.

Les PME et les travailleurs indépendants et contractuels

Porte-parole : Wendy March

Principaux sujets de préoccupation :

- Sources de renseignements et documentation – où trouver les ressources concernant la santé et la sécurité au travail.
- Formation des employés – les propriétaires de PME doivent avoir les ressources nécessaires pour donner une formation aux employés et faire de la sécurité une priorité.
- Connaissance des lois provinciales – les lois peuvent varier d'une province à l'autre. En quoi sont-elles différentes? Se servir des meilleures comme point de référence.
- Joindre les propriétaires de PME et les entrepreneurs.
- Être assuré peu importe le nombre d'employés.
- Manque d'uniformité dans la formation donnée pour différents emplois.
- Travail contractuel – les travailleurs sont sur les lieux pour peu de temps. Combien de temps doit-on investir dans la sécurité?
- Ambiance intime et détendue, plus décontractée que dans les grandes entreprises; pas de manuel des politiques. La sécurité n'est peut-être pas une grande préoccupation.

Principales recommandations :

- Veiller à ce que la formation soit uniforme en ayant recours à des ressources comme des manuels et des vidéos, et en la rendant obligatoire.
- Ne jamais signer une renonciation de droits limitant les responsabilités de l'employeur.
- Les superviseurs et propriétaires devraient avoir accès à de la formation. La formation ne doit pas coûter cher et doit être de courte durée. Il faut offrir des incitatifs, être proactif.
- Des programmes incitatifs doivent être mis en œuvre afin de faire reconnaître l'importance de la santé et de la sécurité.
- Les organismes du domaine de la sécurité et les commissions des accidents du travail devraient rendre les renseignements et la documentation plus accessibles.
- On devrait créer un organisme central ayant comme mandat la gestion de la santé et de la sécurité à l'échelle nationale, ce qui assurerait l'uniformité dans ce domaine. Toutes les provinces et tous les territoires y seraient représentés.

Secteur du travail de bureau et de la haute technologie

Porte-parole : Jacqueline Johnson

Principaux sujets de préoccupation :

- Manque de participation, d'engagement et de soutien de la part des ministres et des hauts fonctionnaires.
- Lacunes au chapitre de la sensibilisation des employés et des employeurs à la santé et à la sécurité au travail. Éducation et formation relatives aux procédures de sécurité et aux droits des employés.
- Les questions suivantes nous préoccupent :
  - les employeurs n'apprécient pas à sa juste valeur l'opinion des jeunes
  - les normes, les lois et les règlements ne sont pas appliqués de façon efficace

Principales recommandations :

- Participation et engagement accrus (des ministres et des hauts fonctionnaires) et dialogue direct.
- Sensibilisation : campagne de sensibilisation nationale ciblant les écoles, les milieux de travail de tous les secteurs et tous les foyers.
- Nous voulons que tous les Canadiens soient sensibilisés aux questions entourant la santé et la sécurité au travail.
- Nous voulons faire adopter une loi qui impose aux employeurs la responsabilité de fournir aux employés un dossier sur la santé et la sécurité au travail (document d'orientation, nom du comité de la santé et de la sécurité au travail ou de son représentant, droits, rôle et responsabilités des employés et des employeurs, information sur tout organisme concerné par la question et coordonnées).

Secteur de la santé

Porte-parole : Darren Entner

Principaux sujets de préoccupation :

- Exploitation des jeunes comme petits salariés pour compenser la perte d'employés très qualifiés.
- L'absence de formation en santé et sécurité est aggravée du fait que d'autres enjeux sont considérés comme des priorités et des cas urgents, par exemple la crise des soins de santé.
- Les gens ne connaissent pas leurs droits et responsabilités.
- Les règles actuelles en matière de santé et de sécurité ne sont pas appliquées.
- Il faut que la direction s'engage à assurer la sécurité des employés.

Principales recommandations :

- L'employeur a la responsabilité de donner à ses employés la formation nécessaire afin qu'ils soient qualifiés pour accomplir leurs tâches.
- Éducation : la santé et la sécurité doivent faire partie du programme d'études de base du préscolaire jusqu'à la fin du secondaire.
- Campagne nationale de sécurité ciblant les jeunes et leur donnant de l'information sur leurs droits et responsabilités.
- Les syndicats doivent participer au dossier de la santé et la sécurité des jeunes au travail.
- Avantages financiers accrus si l'on assure la sécurité des jeunes au travail.
- Conférences provinciales et nationales pour les jeunes sur la santé et la sécurité.

Secteur du bénévolat

Porte-parole : Serena D'Souza, Josh Shufel, Claudine Bulley, Karine Ouimet

Principaux sujets de préoccupation :

- Les bénévoles n'ont droit à aucun avantage et à aucune protection juridique.
- En général, les bénévoles ne reçoivent pas de formation, et sont mal informés à propos de leur rôle.
- On ne connaît pas les dangers propres à plusieurs milieux où il se fait du bénévolat.
- Les bénévoles remplacent du personnel rémunéré.
- Bon nombre d'organismes qui comptent sur des bénévoles ont peu de ressources financières.
- Manque de respect et d'appréciation envers les bénévoles, perçus comme n'étant pas indispensables.

Principales recommandations :

- Règlements fédéraux et provinciaux visant à assurer la sécurité des bénévoles comme celle des employés.
- Inscription gratuite des organismes à but non lucratif qui font travailler des bénévoles à un registre gouvernemental, qui offrirait aux organismes inscrits et à leurs bénévoles de la formation, de l'information et des ressources sur la santé et la sécurité.
- Si une personne se blessait dans les locaux d'un organisme inscrit, le gouvernement lui paierait une indemnité s'il s'avère que l'organisme n'est pas en faute.
- Les organismes inscrits fourniraient aux bénévoles une description de travail dans laquelle figurent les détails de leurs tâches. Cette description serait approuvée par le bureau d'enregistrement.

Niveau national

Porte-parole : Carlos Doubleday

Principaux sujets de préoccupation :

- Éducation : école, travail, formation individuelle
- Normes établies à l'échelle du Canada
- Vision de l'avenir

Principales recommandations :

- Éducation :
  - École : intégrer les politiques et procédures en matière de santé et de sécurité au programme d'études à partir de la 3e année jusqu'à la fin du secondaire et former des comités de santé et de sécurité dans les écoles
  - Travail : les employeurs doivent suivre une formation en matière de communications afin de présenter des exposés sur la santé et la sécurité
  - À titre individuel : connaissance de la documentation et des exigences
- Normes : toutes les écoles et les provinces devraient subir un test conçu à l'échelle nationale afin d'harmoniser les normes d'une province à l'autre
- Vison de l'avenir : Fédération pour la santé et la sécurité des jeunes

Canadian Centre for Occupational Health and Safety
Centre canadien d'hygiène et de sécurité au travail
Canada

CCOHS
Canadian Centre for Occupational Health and Safety

Canada's National Occupational Health & Safety Resource

Français Contact Us Help SEARCH Canada Sit
Web Info Service Products & Services OSH Answers Education
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Events
- On This Week
- CCOHS Events
- OSH Conferences in 2004
- OSH Conferences in 2005
- Continuing Education

Events

Youth Health and Safety in the Workplace Conference

Conference Proceedings
October 15 - 18, 2000
Ottawa Congress Centre
Ottawa, ON

This groundbreaking event was established to distinguish the problems that youth encounter and how these problems can be dealt with from a youth standpoint.

The Proceedings of the October 15-18 Conference on Youth Health and Safety in the Workplace

Compte rendu de la conférence sur la santé et la sécurité des jeunes au travail tenue du 15 au 18 octobre

Proceeding Highlights:

Sectors that were examined at the conference are as follows:

- The agriculture and fisheries sector,
- The mining, oil and gas sector,
- The forestry and construction sector
- The manufacturing, transportation, utilities and communication sector,
- And much more!

Health and Safety was also looked at from a nationwide standpoint dealing with issues such as:

- A need for enhanced education and training,
- A need to enhance the general awareness of employers and employees,
- A lack of enforcement,
- And many more!

Welcoming Remarks

Sandra Morgan, Deputy Minister, Government of Saskatchewan, Department of Labour and President of Canadian Association of Administrators of Labour (CAALL)

Youth Health and Safety at Work: Issues and Priorities

Maureen Shaw, President & Chief Executive Officer, Industrial Accident Prevention Association

Nature of the Work Environment: Potential Impacts on the Health and Safety of Young Workers

Elizabeth Mills, General Manager and Chief Executive Officer, Ontario Service Safety Alliance

Young Worker Awareness

Clarence McPherson, Ontario Workers Health and Safety Centre

Youth Conference on Occupational Health and Safety

Dan Padden, Manager of Program Development, Construction Safety Association of Ontario

Mel Camilli's Biography (Adobe Acrobat file)

Mel Camilli, Workers' Compensation Board of British Columbia

Job Safety Skills For The New Millennium

Eric Jones, Chairman, Job Safety Skills Society

Education and Training Needs - Reducing the Risk for Young Workers

Roberta Ellis, Vice President, Prevention Division of the Workers' Compensation Board of British Columbia

Partnerships in Youth Education - It's all about Making Safe Choices for Life

Silvy Moleman, Youth Programs Coordinator, Workplace Health, Safety and Compensation Commission of New Brunswick

Youth Health and Safety in the Workplace

Dr. Louis Francescutti, Chairman, Alberta Centre for Injury Control and Research

Greetings / Welcome

Youth Health and Safety in the Workplace Conference

Ottawa: October 15 - 18

Good evening everyone.

It's my pleasure to welcome you to this Conference.

My name is Sandra Morgan and I'm the out-going president of the Canadian Association of Administrators of Labour Legislation - or CAALL.

My day job is Deputy Minister of Labour in Saskatchewan.

I'm very pleased to be able to take part in a truly national conference on health and safety for young workers.

Young workers, private sector employers, governments, labour, and non-profit organizations from across the country are represented here.

We're here to share information.

We're here to find ways of reducing the terrible toll workplace accidents and injuries take on young people.

I want to take this opportunity to acknowledge the Conference sponsors - and their participants here - who've made this event possible.

Tonight we have with us:

- ____________________________ from the Communication, Energy and Paperworkers Union of Canada,
- ____________________________ from the Canadian Chemical Producers Association,

and our federal colleagues from Human Resources Development Canada:

- ____________________________ with the Labour Management Partnerships Program, and
- ____________________________ with the Youth Employment Strategies Program.

The logistics of organizing a conference of this size are no small feat in themselves.

I also want to say "thank you" to all the people who've worked so hard on the hundreds of details that have to be dealt with in setting up an event like this one.

This Conference has been organized to help us better understand the health and safety issues facing young workers.

I'm particularly pleased that all the provinces and territories are represented here because youth health and safety in the workplace is a national issue.

The workshops planned for the next three days will have the benefit of direct input from young workers themselves, including 11 from my home province of Saskatchewan.

Hearing directly from young workers is very important in meeting the challenges of making workplaces safer for young people and helping young people become safer workers.

The work we do at this Conference has the potential to affect tens of thousands of young workers across Canada in the months and years ahead.

There's no more important job than reducing the number of injuries and deaths in Canadian workplaces.

We know young workers between the ages of 15 and 24 are more likely to be injured on the job than older workers are.

Across Canada, almost 17 per cent of all workplace accidents involve young workers.

The toll those accidents take on families - on sons and daughters, cousins, nieces and nephews - is just too high!

I know we're all looking forward to the recommendations that will be developed here.

This is a great opportunity for all of us to find out how other regions of the country are dealing with issues in occupational health and safety for young people, and to hear the ideas others have for meeting the challenges.

So, again, I want to say thank you all for coming.

I hope we all learn much here that we can take back home to share with our colleagues, and our friends and families.

Thank you for being here.

YOUTH HEALTH & SAFETY
AT WORK: Issues and Priorities

IAPA Vision & Mission

Slide 3

Slide 4

Slide 5

""It always surprises me…"

Slide 7

The Family Cost

- Economic costs
- Family costs

The Young Worker Awareness Program

The Young Worker Awareness Program

Slide 12

Slide 13

Slide 14

Passport Program

""Health and safety is…"

"Mike Dubeau,"

"Don Levere,"

"Live Safe! Work Smart!"

LINK
Learning – Innovation – New - Knowledge

LINK
Learning – Innovation – New - Knowledge

Slide 22

Slide 23

Slide 24

Slide 25

Youth Health and Safety in the Workplace Conference
Protecting Young Workers in the New Millennium

YOUTH HEALTH & SAFETY AT WORK: Issues and Priorities

Maureen C. Shaw, President & CEO IAPA
October 16, 2000

IAPA Vision & Mission

Vision

A world where risks are controlled because everyone believes suffering and loss are socially, morally and economically unacceptable.

Mission

We have as our principal aim, the improvement of quality of life in workplaces and communities.

Canada's Top 100 Employers

Why Young Workers?

- 7 deaths in 1997, 13 in 1998 and 15 in 1999
- Nearly 59,000 lost-time injuries per year (Canada)
- 18,000 in Ontario
- 50 injuries a day
- Over two per hour….every working day
- 40% higher rate than workers over age 25
- There is a direct link between job experience and injuries

Why?

- Lack of experience
- Sense of immortality / invincibility
- Lack of training
- Lack of knowledge of responsibilities and rights
- Afraid to challenge boss
- Afraid co-workers will think “wimp”
- Lack of public / society awareness

Young Worker Survey - April 2000

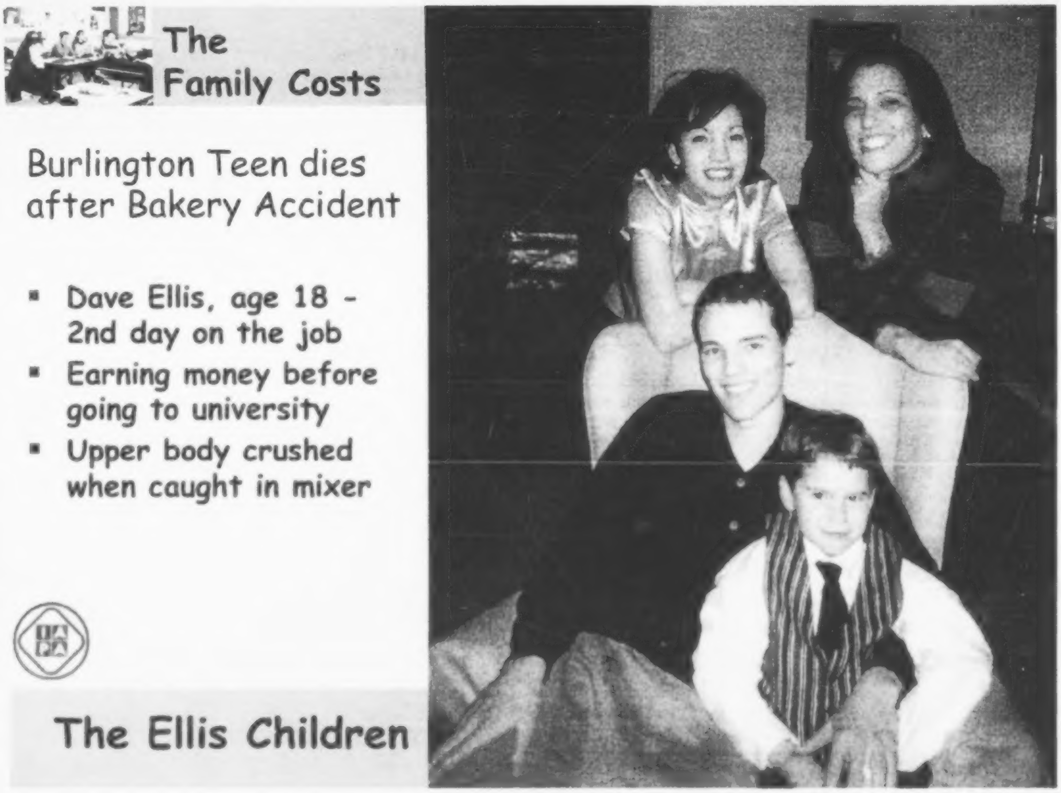
- 14% of young workers say they have been injured at work
- 24% have had "near misses" where they have almost been injured at work
- 19% say they have been exposed to hazardous materials at work
- 10% have been asked to do something at work they thought was dangerous
- 56% did not receive work-related training
- 40% were not aware of their rights and responsibilities

- "It always surprises me how afraid young people are to bring hazards or safety issues to the attention of the person they work for. So we have to convince them that by speaking up, they and their employer gain."

  George Ward, HR Manager, McCormick Canada Inc

- "We were so proud of Sean When he got his first job. It never occurred to me to wonder about the safety of the place where Sean worked."

  Paul Kells, father of Sean, killed 3rd day on new job.
  Founder of Safe Communities Foundation



The Family Costs

Burlington Teen dies after Bakery Accident

- **Dave Ellis, age 18 - 2nd day on the job**
- **Earning money before going to university**
- **Upper body crushed when caught in mixer**

The Ellis Children

The Family Cost

19 year old killed on the job

- Jared Deirich dies - 2nd day on the job
- Caught in conveyer stripping seat foam by an oven machine

IAPA

Canada's Top 100 Employers

The Family Cost

19 year old killed on the job

- Jared Deirich dies - 2nd day on the job
- Caught in conveyer stripping seat foam by an oven machine

Economic costs
Family costs

CITY OF LONDON FINED $2.5 MILLION

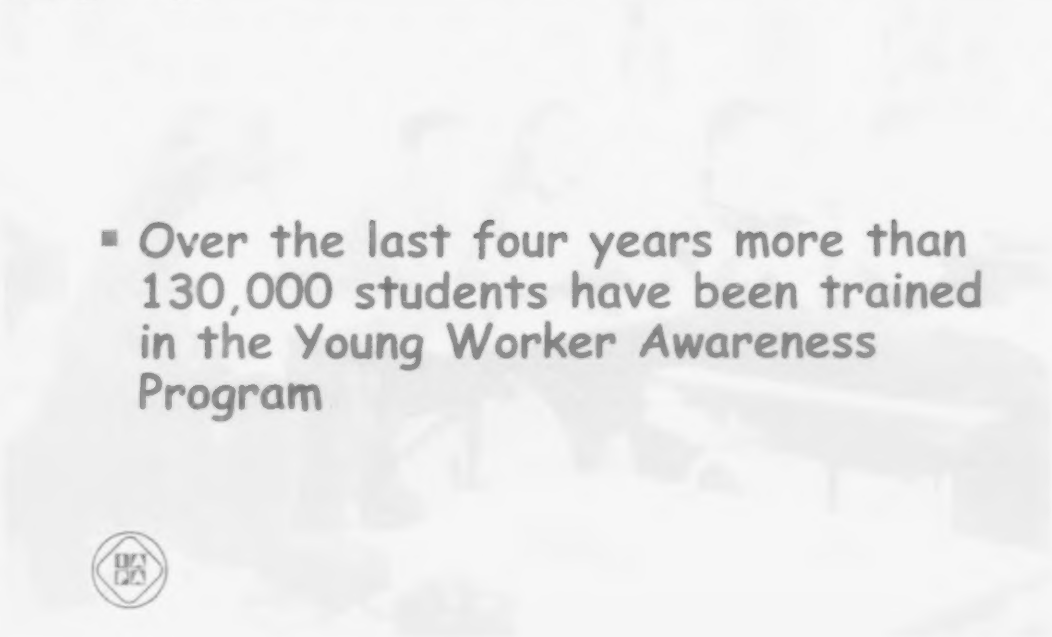
Tim Hickman burned to death - age 21

- Part time worker in hockey rink
- Filled water tank of ice resurfacer in room with gas powered water heaters too close to ground
- Lack of training
- Lack of management processes

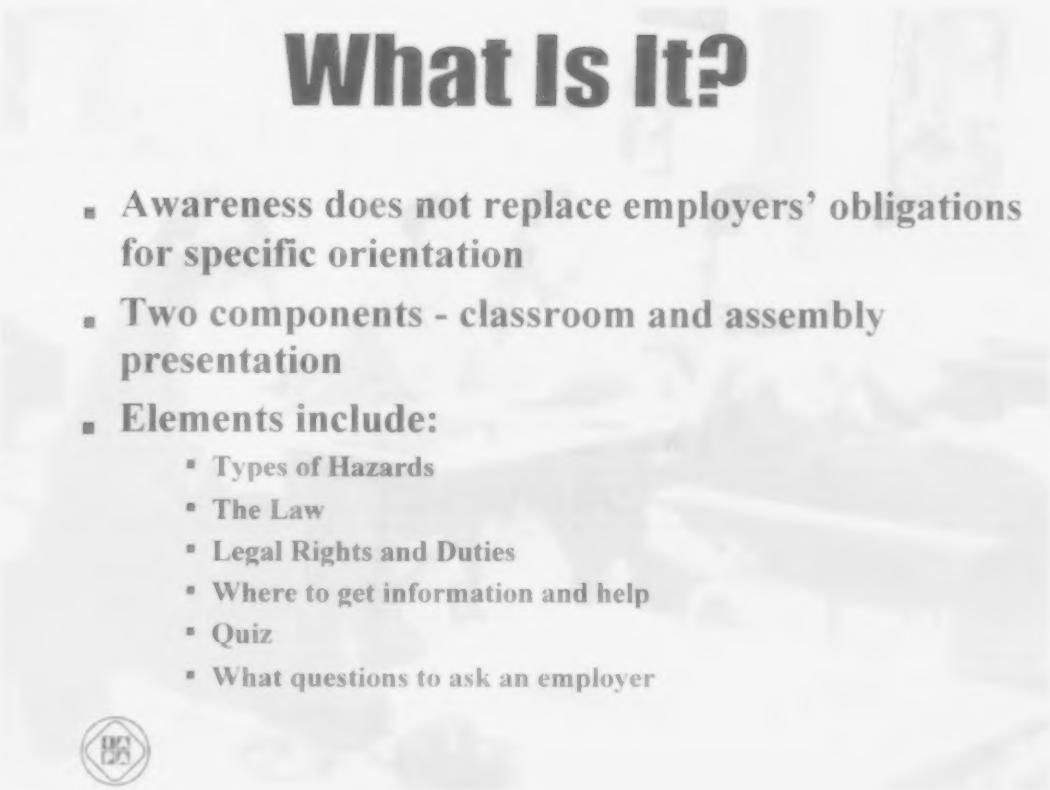
The Young Worker Awareness Program

- Developed and delivered jointly by the IAPA and the Workers' Health and Safety Centre
- Supported by the Ontario Ministry of Labour and Workplace Safety and Insurance Board
- Supported by other organizations and over 170 Volunteers such as:
  - Employers for Orientations
  - Adopt a School Program
  - Schools for the Deaf
  - Student Employment Centres
  - Safe Community Coalitions

The Young Worker Awareness Program



- Over the last four years more than 130,000 students have been trained in the Young Worker Awareness Program



What Is It?

- Awareness does not replace employers' obligations for specific orientation
- Two components - classroom and assembly presentation
- Elements include:
    - Types of Hazards
    - The Law
    - Legal Rights and Duties
    - Where to get information and help
    - Quiz
    - What questions to ask an employer

www.iapa.on.ca

Click here

YOUNG WORKER awareness PROGRAM
WORK SMART WORK SAFE
sensibilisation DES JEUNES AU TRAVAIL

IAPA

Canada's Top 100 Employers

To have Canada become the safest country to live, learn, work and play in the world

IAPA

Canada's Top 100 Employers

Passport Program

- Extension of the Young Worker Awareness Program (YWAP)
- Partnership with employers and schools
- Four courses of two to three hours
- Essential to establish provincial standards
- Involvement of other Health and Safety Associations (HSA's)
- Pilot with 1,000 students in Peterborough

"Health and safety is something I hadn't really thought about before the YWAP presentation, but it's important to know. I think employers should go over all the dangers in the job, and train their employees. A lot of kids would be scared to refuse unsafe work, because if they're just starting out they don't want to say no to their boss"

Sadie Bridgeman, 16 - Penetanguishene, Ontario

IAPA

Canada's Top 100 Employers

Mike Dubeau, 15, who works for a regional bus line in Penetanguishene, Ontario

"I do whatever is needed, anything from sweeping the floor to changing wheels. Now I'm more careful. For instance, the YWAP program made me more aware of equipment before I use it."

Paul Grudzien, High School Principal

"Workplace health and safety is important to us because 60 to 65 per cent of our students in senior grades have part-time jobs. So, accident prevention is an important part of a total package we present to students."

IAPA

Canada's Top 100 Employers

Don Levere, health and safety supervisor for Ault Foods in Winchester, Ontario

"I've seen the difference. I was so impressed with the YWAP program that I took an IAPA train-the-trainer course and incorporated the program into my orientation activities for summer students."

George Ward from McCormick's

"One of the greatest strengths of the YWAP program is helping students develop an appreciation that the workplace can be hazardous. They used to come in with an 'it can't happen to me attitude.' Program participants get over it pretty quickly."

HEALTH AND SAFETY IN THE ONTARIO SECONDARY SCHOOL CURRICULUM

"Live Safe! Work Smart!"

- Health and Safety incorporated into Grade 9
- Grades 10, 11 and 12 by September 2002
- Health and Safety information tailored to subject areas
- Curriculum support materials developed by Health and Safety professionals
- IAPA and HSA's act as a resource
- Leadership from Ford of Canada includes $200,000, funding commitment toward launch of materials.

LINK
Learning - Innovation - New - Knowledge

- LINK was introduced at the Health & Safety 2000 Conference & Trade Show
- It enables students to gain a basic understanding of workplace health and safety in an innovative way
- It incorporates four interactive health and safety learning stations in four key areas:
    - Rights and Responsibilities
    - Personal Protective Equipment
    - Machine & Chemical Hazards
    - Housekeeping Hazards (Slips and Falls)
- Reinforcement of key concepts is achieved through a high tech game show - "Who wants to save a life?"

Link 2000

LINK

Learning - Innovation - New - Knowledge

Link 2000

Please join us as a leader in the training of our youth to have a safe start in LINK from School to Work

Marc with sister Christie before the accident

IAPA

Canada's Top 100 Employers

Marc Shaw

IAPA Vision & Mission

Vision

A world where risks are controlled because everyone believes suffering and loss are socially, morally and economically unacceptable.

Mission

We have as our principal aim, the improvement of quality of life in workplaces and communities.

IA PA IA PA

Canada's Top 100 Employers

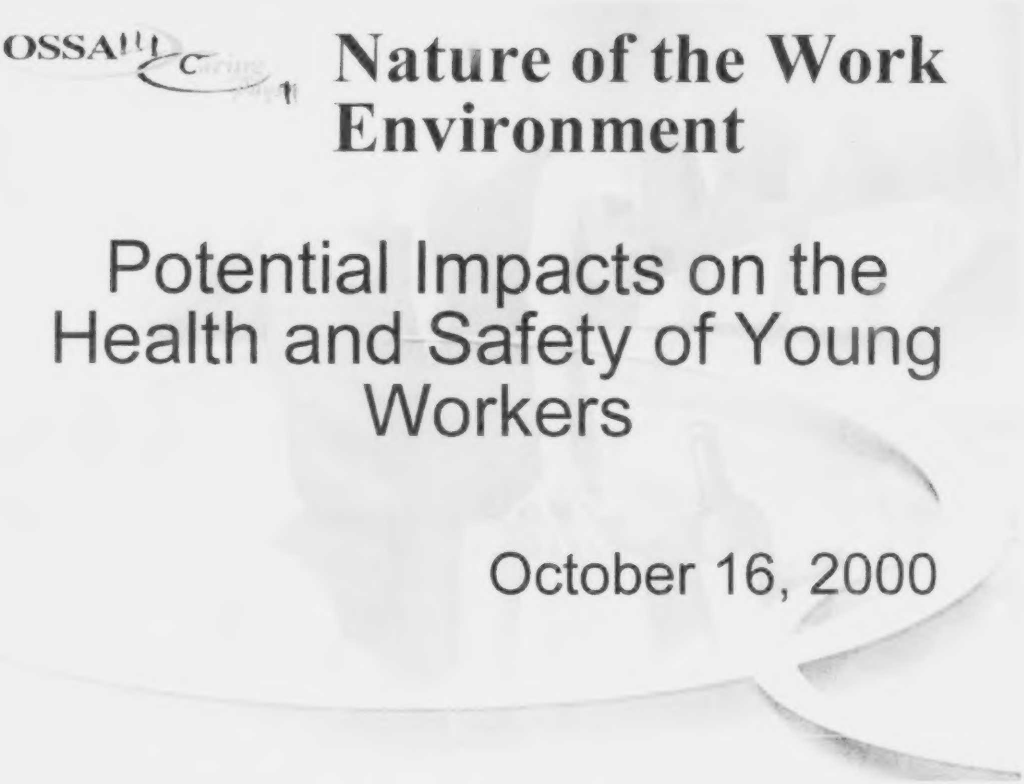
To find out more about IAPA and Young Worker training opportunities at your son or daughter's school or workplace please contact:

Industrial Accident Prevention Association

1-800-406-4272
250 Yonge Street, Suite 2800
Toronto, Ontario M5B 2N4
www.iapa.on.ca or fax: 1-800-316-4272

Children are our future. Our kids may be new to the workplace - take the time to ask them about health & safety at their new job.

Canada's Top 100 Employers



Nature of the Work Environment

Potential Impacts on the Health and Safety of Young Workers

October 16, 2000

Goal and Objective

- Overview of some statistics from the service industry
- Overview of what OSSA has learned from youth and small business
- An international perspective
- A few points to summarize

Ontario Service Safety Alliance

Our members belong to the following service industries:

- Restaurant and Foodservice
- Retail and Wholesale
- Vehicle Sales and Service
- Office and Related Services
- Tourism and Hospitality

Why Worry About Health and Safety?

- In 1998:
- 20,397 injuries in the service sector
- 77,662 claims
- 261,000 lost work days province wide
- $28,000,000 total compensation and Health Care costs
- Conservative Total Costs to Service Sector employers = $168,000,000 for these injuries

Today's Situation in the Service Sector

- The highest number of claims summarized by employee age, peaks at age 20 in service industry.
- The total cost of all claims, summarized by employee age peaks at age 33.
- These two trends are more dramatic in restaurant/food service and retail/wholesale sectors.

1998 TOP 5 - Service Sector Risk Profile

- Across the 5 sub-sectors these are the consistent nature of injuries :
  - sprains/strains
  - crushing/bruising
  - cuts/lacerations
  - fractures
  - burns/scalds
  - carpal tunnel syndrome
  - scratches/abrasions
- Over 262,000 lost days of work.

1998 TOP 5 - Service Sector Risk Profile

- Across the 5 sub-sectors these are the consistent injury sources:
  - Boxes,crates,cartons
  - Repetitive motion
  - Floor surface
  - Containers, pallets
  - Vehicles
  - Metal Items
  - Tires
  - Knives
  - Food Products
  - Furniture fixtures and
  - Persons.

Restaurant Sub-Sector Health & Safety Profile

- 5,089 Total injuries
- 56,178 Total Lost Work Days
  - Musculoskeletal injuries - 30%
  - Cuts, Lacerations,Punctures - 21%
  - Burns, Scalds - 12%
  - Contusions, Bruises - 12%
- $4.89 Million in Direct Costs
- Average MSI-16 days lost work & $1,391.00
- Average slip and fall-14 days lost work & $1,256.00

Restaurant Sub-Sector Health & Safety Profile

Claims by Employee Age

- Duration of claim increases with age
- The highest number of claims is highest for those aged 17 to 24
- The total cost of claims for the sub-sector is highest for those aged 30 to 50

What Did We Find Out?

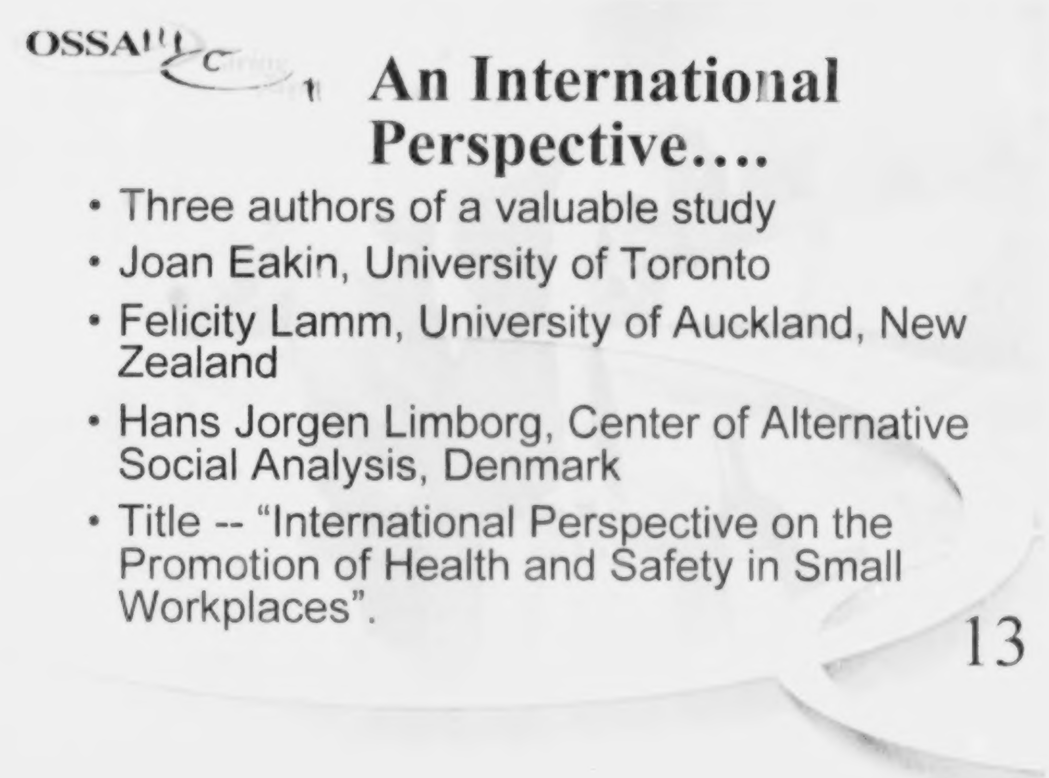
- There are not enough existing programs out there for this target audience
- Traditional H&S training programs
  - do not appeal to young workers
  - focus on the hard and fast H&S information and do not address the soft skills (communication & relationships)
  - do not attempt to integrate H&S into the business practices
  - do not provide job specific information

What Did We Find Out?

- Young workers told us they:
  - did not know how to recognize hazards
  - would hesitate to report hazards
  - could not relate to traditional training programs
  - liked fast-paced interactive learning that told a story and gave them skills
  - want job specific information about H&S
  - like to learn from peers

What Did We Find Out?

- Employers told us:
  - flexible program -- self-paced or facilitator lead
  - links to customer service and teamwork
  - specific to sector
  - basic safety awareness and guide to make it workplace specific
  - demonstrates a caring environment



An International Perspective....

- Three authors of a valuable study
- Joan Eakin, University of Toronto
- Felicity Lamm, University of Auckland, New Zealand
- Hans Jorgen Limborg, Center of Alternative Social Analysis, Denmark
- Title -- “International Perspective on the Promotion of Health and Safety in Small Workplaces”.

An International Perspective....

Some key observations from their research:

- Don't separate OHS from the realities of the small business culture -- these are their challenges and our opportunities
- Small business programs have focussed on the employer -- more can be explored in the informal and and personal authority relationships
- "Front door" education needs to be supplemented with a variety of flexible delivery options.

An International Perspective….

Some key observations from their research:

- The relationship between OHS professionals and small business are key to success - “the need for ongoing, individualized, personalized service to a huge and growing sector of the workforce with limited and diminishing resources.”
- Worksite-specific cost savings are best used as a recruitment device but are not proven as sustainable motives for long term interest in OHS
- Partnerships is key device in reaching, accessing and supporting small businesses.
- More research is needed into small business life and the place of OHS within it.

So... What Did We Conclude?

If we are to provide new employees with training in health & safety and expect a change or improvement in workplace health & safety, we must also provide the manager and employees with training in communication and relationship skills and then H&S practices that integrate into their specific workplace.

Want More Information?

Ontario Service Safety Alliance
4950 Yonge Street, Suite 1500
North York, Ontario, M2N 6K1

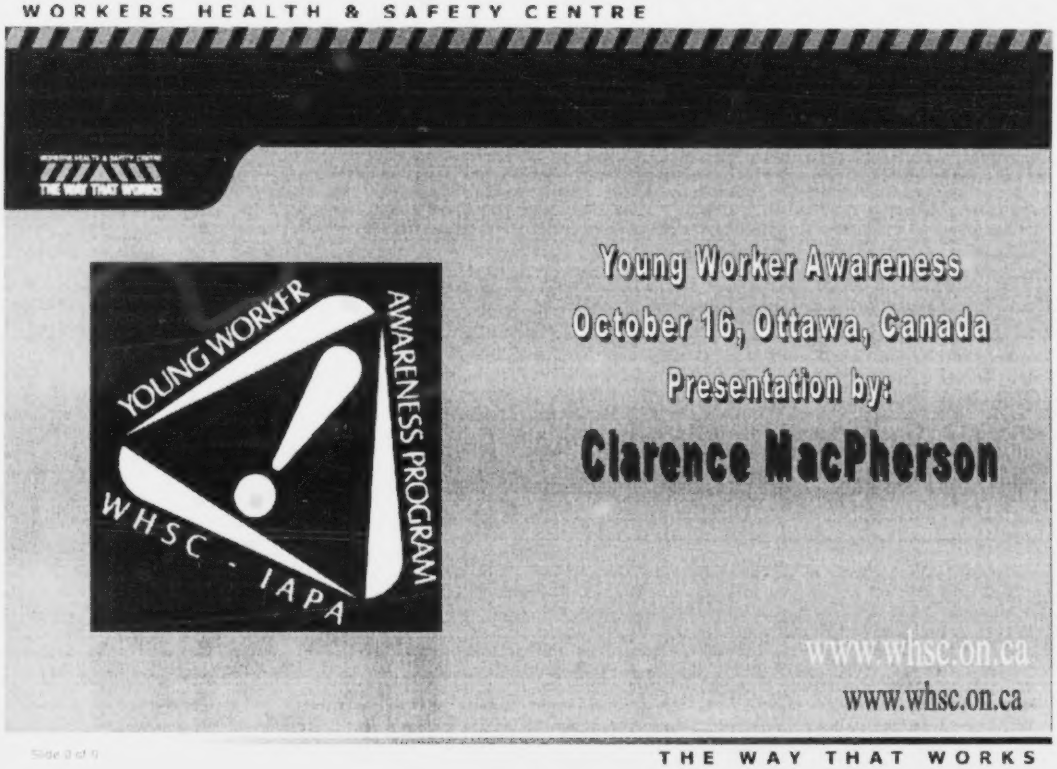
WWW.OSSA.COM

Tel: 416-250-9111
Toll Free: 1-888-478-OSSA (6772)

OSSA

Ontario Service Safety Alliance

Caring Pays



WORKERS HEALTH & SAFETY CENTRE

WORKERS HEALTH & SAFETY CENTRE
THE WAY THAT WORKS
YOUNG WORKER
AWARENESS PROGRAM
WHSC - IAPA

Young Worker Awareness

October 16, Ottawa, Canada

Presentation by:

Clarence MacPherson

www.whsc.on.ca

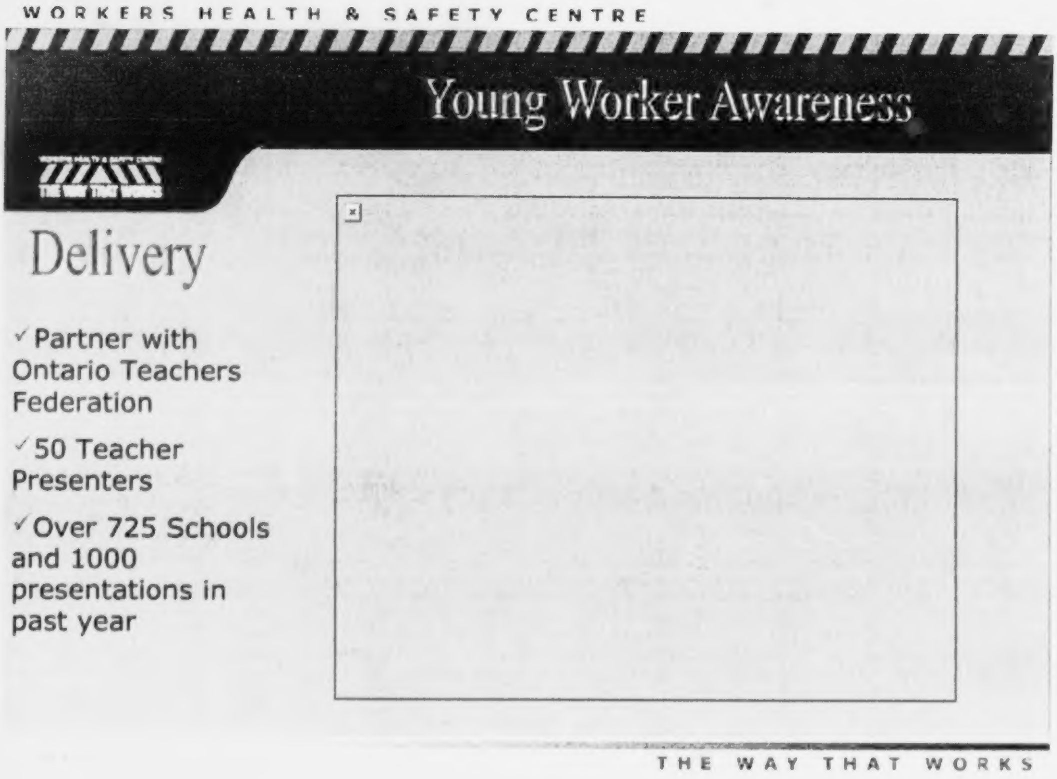
www.whsc.on.ca

THE WAY THAT WORKS

WORKERS HEALTH & SAFETY CENTRE

YWAP
Day of Mourning
WSIB Workplace Safety & Insurance Board
CSPAAT Commission de la sécurité professionnelle et de l'assurance contre les accidents du travail
STAYING ALIVE:
Health & Safety for New Workers
WORKERS HEALTH & SAFETY CENTRE
THE WAY THAT WORKS
Earth Day
Work and the Environment
Clean Jobs Green Future
AMBULAN

THE WAY THAT WORKS



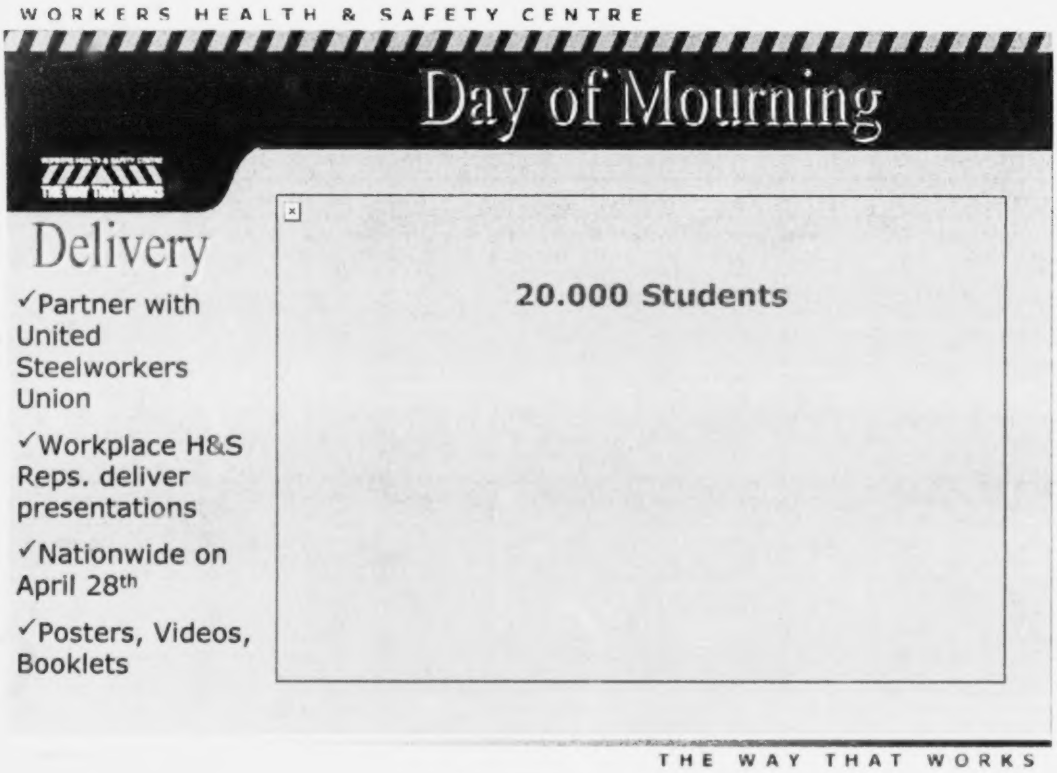
WORKERS HEALTH & SAFETY CENTRE

Young Worker Awareness

Delivery

- ✓ Partner with Ontario Teachers Federation
- ✓ 50 Teacher Presenters
- ✓ Over 725 Schools and 1000 presentations in past year

THE WAY THAT WORKS



WORKERS HEALTH & SAFETY CENTRE

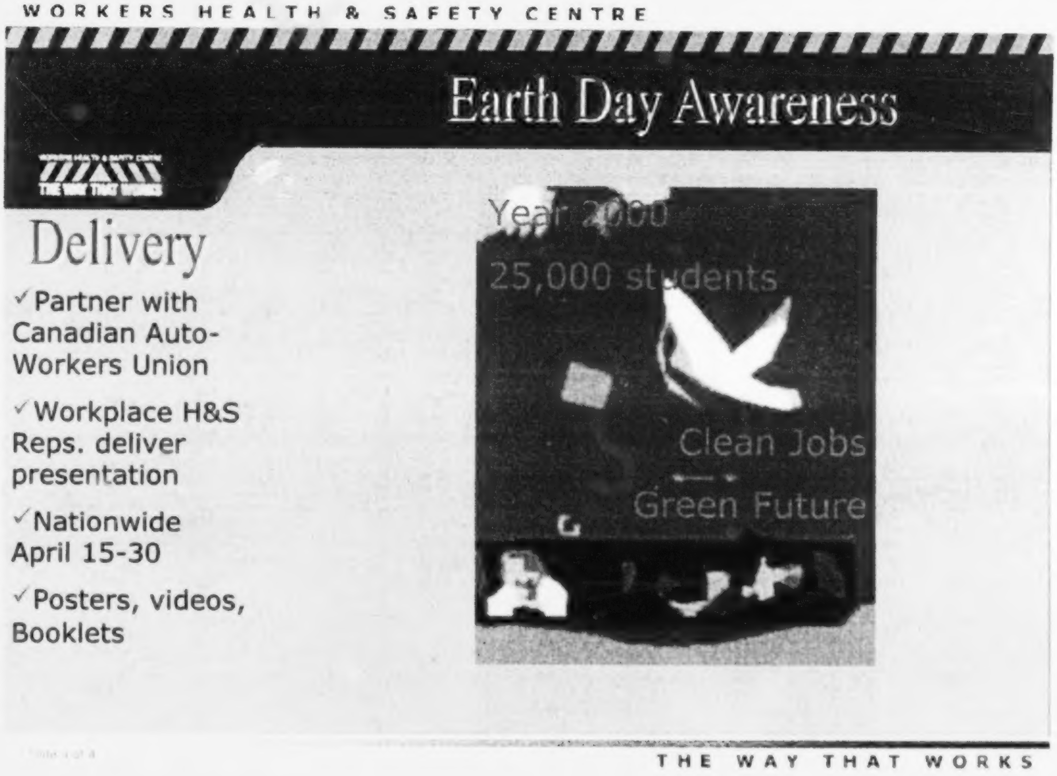
Day of Mourning

Delivery

- ✓Partner with United Steelworkers Union
- ✓Workplace H&S Reps. deliver presentations
- ✓Nationwide on April 28th
- ✓Posters, Videos, Booklets

20.000 Students

THE WAY THAT WORKS



WORKERS HEALTH & SAFETY CENTRE

Earth Day Awareness

Delivery

- ✓ Partner with Canadian Auto-Workers Union
- ✓ Workplace H&S Reps. deliver presentation
- ✓ Nationwide April 15-30
- ✓ Posters, videos, Booklets

Year 2000
25,000 students
Clean Jobs
Green Future

THE WAY THAT WORKS

WORKERS HEALTH & SAFETY CENTRE
What's new
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About us
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Information
Communities
Contact

To leave the world
a better place —
whether by a healthy
child, a garden patch,
or an improved social
condition — that is to
have succeeded. That
only one life breathed
easier because you
lived —
that is success.

www.whsc.on.ca

THE WAY THAT WORKS

Youth Conference on Occupational Health and Safety

Ottawa Congress Center

Oct. 16th, 17th & 18th, 2000

Young Worker

Speaker Profile

Mel Camilli

el had to learn the basics
gain, like getting dressed,
oving in and out of bed, even
rushing his teeth.

A moment. That's all it takes to change a life forever.

At 21 years old, Mel Camilli had every reason to enjoy life: a well-paying job as a logger, a girlfriend, and hopes for taking over a family forestry business in the future. But in a split second, his world changed. While doing a routine task at work, he was trapped by a 20,000 ton piece of machinery, crushing his legs beyond repair. Mel speaks from his own experience to motivate young workers about the importance of workplace health and safety.

For two days after his accident, Mel wasn't expected to live. And after waking up from a morphine coma six weeks later to discover his right leg had been amputated, Mel didn't know if he *wanted* to live.

When he decided to try to accept his physical limitations, Mel decided not to look too far into the future. "I knew there were things I would never do, things I would have to learn to do all over again. resigned myself to never having a girlfriend or a wife. Who'd want to be with a guy like me?"

Instead of dating, playing sports, travelling, or any of the usual things his friends were doing, Mel was learning how to live each day. Unable to bend his left leg at the hip since the accident, he used a 'Wheelchair-stretcher," which allowed him to move around the hospital, but forced him to lie flat because of his leg. After a year of using the stretcher, he felt it would be impossible to fit into society with the device. It was too awkward for everyday things like shopping, going to work, or just going out. So Mel made another tough decision: to have his remaining leg amputated in order to be able to use a regular wheelchair.

For another year and a half, Mel stayed in a rehabilitation centre, learning how to adapt once again. He had to learn the basics, like getting dressed, moving in and out of his wheelchair, even brushing his teeth in a wheelchair. While the days of rehabilitation activities were tough, the lonely evenings and weekends were almost as difficult.

His chance to adapt back into society came when a friend was leaving her wheelchair-accessible apartment in Vancouver, and Mel moved right in. With the new freedom came the decision to take on some new responsibilities, become involved in the community, and make new friends.

He found new outlets for physical activity-wheelchair basketball and hockey-and started coaching. Not the type to stay still for long, Mel also took computer training and is now working for the Workers' Compensation Board. A custom-designed van and his own house keep him independent and active.

Mel isn't alone in his challenges. Every working day an average of 46 young workers are injured on the job and five of those are permanently injured every week in British Columbia. The WCB and Mel want young workers to realize that workplace accidents can happen in an instant. And the effects can last forever. He encourages youth to be aware of workplace hazards, to know their rights and responsibilities, and to stay safe and healthy on the job.

For more information, or to schedule a presentation, please contact:

Trish Knight Chernecki
Public Affairs Coordinator
Prevention Division, WCB
e-mail: t_chernecki@csi. corn
tel: 604 926-0988
fax: 604 926-0923

Prevention Public Affairs, WCB
604 276-3100 or
toll-free @ 1 888 621-7233

WorkSafe™

WORKERS' COMPENSATION

JOB SAFETY SKILLS FOR THE NEW MILLENNIUM

"A Crying Shame"

HISTORY

History cont'd

History cont'd

History cont'd

The Job Safety Skills Society

JSS Society Vision

JSS Society Mission Statement

JSS Society Values

Career and Technology Studies

Personal Safety Management Units:

Career and Technology Studies

Workplace Safety Practices Units:

Workplace Safety Practices Units: cont'd

Career and Technology Studies

Safety Management Systems Units:

Win/Win Curriculum

Advantages to Students cont'd

Advantages to Employers

Advantages to Employers cont'd

Advantages to Community

Advantages to Community cont'd

Program Recognition

Entering the Millennium

The Millennium cont'd

JSSS

THANK YOU

JOB SAFETY SKILLS FOR THE NEW MILLENNIUM

Eric T. Jones
Board Chairman
Job Safety Skills Society

"A Crying Shame"

Workers Aged 15-25

- -make up 21% of the workforce in Alberta
- -suffer 25% of lost time injuries
- -have a 75% greater chance of being killed on the job than an older worker.
- -one out of every 3 workers killed on the job is a young worker
- -most of the lost time injuries and work-related fatalities occur within the first 6 months of employment.

HISTORY

- 1990 Adopt-a-school program by AB Occupational Health and Safety
- 1992 Curriculum development partnership committee formed
- 1993-95 initial program piloted in 4 Northwestern Alberta Schools

History cont'd

- 1995 program redesign to meet Alberta Education curriculum standards
- 1995 JSSS incorporated under Societies Act

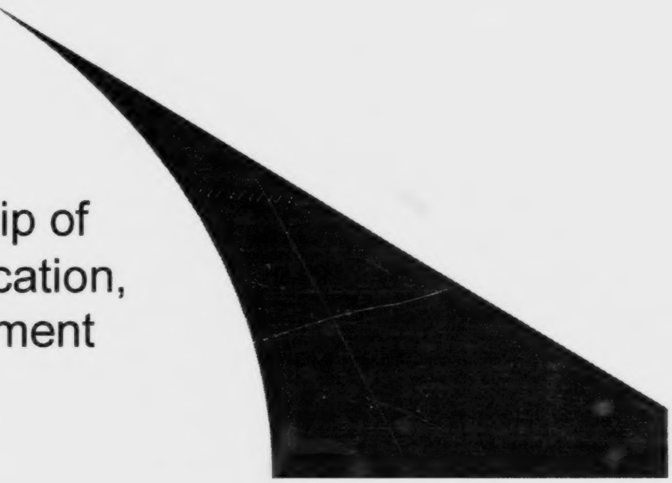
History cont'd

- 1996 - Full curriculum approval under Alberta Education's CTS Career Transitions
- 1997- First full issue of Teacher Resource Manuals (TRMs) requested by 166 schools

History cont'd

- 1999
  - TRMs in over 400 Alberta Schools.
  - Over 2000 students JSSS certified
  - Over 200 teachers receive, without charge, JSSS inservice training
- 2000
  - Schools = 454; students = 4000; teachers inservice = 400
  - Saskatchewan pilots program

The Job Safety Skills Society



A Partnership of
Industry, Education,
and Government

JSS Society Vision

All Youth
Are Properly Prepared
to be Safe Workers

JSS Society Mission Statement

Focusing on youth,

the Job Safety Skills Society:

- Provides leadership in preparing young people for safe and productive living
- Facilitates safety education and training, and
- Develops, in partnership with others, safe and caring communities

JSS Society Values

- Youth
- Partnerships
- Health, safety and injury prevention
- Community collaboration
- Organizational effectiveness
- Safety education and training
- Measurable results

Career and Technology Studies

Part 1 (CTR 1210)

Personal Safety Management:

- No pre-requisites
- Introduction to Personal Safety Management
- Hazards
- WHMIS

Personal Safety Management Units:

- Fire Prevention
- Role of WCB
- Job Safety and The Law
- Personal protective equipment
- Back care
- First aid (certification program)

Career and Technology Studies

Part 2 (CTR 2210)

Workplace Safety Practices:

- Intermediate level
- Pre-requisite: Personal Safety Management (CTR 1210)
- Specific workplace hazards and safe practices

Workplace Safety Practices Units:

- Risk control strategies
- Hazard assessment and control
- Ergonomics
- Fire safety (includes hands-on use of fire extinguishers)

Workplace Safety Practices Units: cont'd

- Electrical safety
- Confined space safety
- Transportation of Dangerous Goods
- Farm Safety (optional)

Career and Technology Studies

Part 3 (CTR 3210)

Safety Management Systems:

- Advanced level
- Pre-requisite: Workplace Safety Practices (CTR 2210)
- In-depth look at current safety management systems, including safety program development

Safety Management Systems Units:

- Loss control
- Accident/Incident investigations
- Health and safety program development

Win/Win Curriculum

Advantages To Students:

- knowledge of safe work environments & safe ways to do things
- understanding of health and safety concepts and laws
- safety attitudes for everyday living:

  at home, in the community and at the workplace

Advantages to Students cont'd

- A competitive edge in job seeking
- Increase likelihood of "graduating from first job, injury-free and alive"
- Knowledge of employers' expectations

Advantages to Employers

- Less loss-time incidents
- Improved opportunity to hire workers trained in personal and workplace safety

Advantages to Employers cont'd

- Better opportunity to hire workers with positive attitude and behavior towards safety
- Increased productivity and profitability
- Reduce financial and human costs from accidents/injuries

Advantages to Community

- An informed workforce
- Workers gain knowledge of their rights and responsibilities
- Long-term improved workforce safety statistics

Advantages to Community cont'd

- Diminished funding for short- and long-term disability payments
- Improved quality of work life contributing to a better standard of living

Program Recognition

- 1999 Alberta Chamber of Commerce Award of Distinction for Strategic Partnering
- OSH '98 Award of Excellence for Innovation in New Product and Service
- Canadian Society of Association Executives Edmonton Chapter Award of Excellence for Innovation - 1998

Entering the Millennium

- Continue to offer Educator In-service Training
- Strengthen the conviction of sponsors to partner with the Society to reduce workplace injury incidents in youth by promoting school-based safety training

The Millennium cont'd

- Encourage all junior/senior high schools and community colleges to offer the job safety skills training program

- Continue to work towards making this program mandatory for all students.

JSSS

Welcomes new partners in
its quest to reduce youth
workplace injuries and fatalities.

Job Safety Skills Society
Box 37073 Lynnwood PO
Edmonton, AB T5R 5Y2
(780) 413-6876 ph.; (780) 413-6877 fax
www.jobsafetyskills.com

THANK YOU

Canadian Association of Petroleum Producers
(CAPP)
Petroleum Services Association of Ca
(PSAC)

for inviting
the Job Safety Skills Society
to present on their behalf
the importance of youth workplace safety
education and training.

Speaking Notes for

Ms. Roberta Ellis

Vice-President, Prevention Division

Workers' Compensation Division

Youth Health and Safety In the Workplace

Protecting Young Workers in the New Millennium

Education and Training Needs - Reducing the Risk For Young Workers

Tuesday, October 17, 2000

Thank you . I am so very pleased to join you morning - to share with you what we are doing in British Columbia to help reduce the risk for young workers, particularly as it applies to our recent initiatives in education and training. I am also looking forward to hearing from Silvy, Tyler, and Len; about their experiences on what has worked best for them, and about the challenges they anticipate facing over the next few years. I expect that we will find much in common. And I do hope we will here from the young people in our audience today. Because of course, your perspective is the most important of all.

Overview

Let me start with a quick profile of the situation in British Columbia, starting with a few numbers.

We have over a quarter of a million young workers between the ages of 15 and 24. Every working day 44 are injured on the job. Five are permanently injured every week. Last year, nine young workers died in workplace accidents. The rate of injury, measured in short-term disability claims per 100 person years remains alarmingly high for young males. Although substantially reduced from a decade ago, last year the injury rate for young men (6.2) was 51% higher than the overall provincial rate (4.1),

Most of these young people are single, with high school education and some with post-secondary schooling. They have low to moderate income and many live with their parents. A large percentage work in service, sales, and hospitality. Not what they consider as accident-prone sectors. They mistakenly believe that the danger lies in so called high-risk jobs such as forestry, mining, and construction.

When the fact of the matter is that in the 15 to 19 age group most injuries are in the hospitality and retail sectors. From overexertion, slipping, being struck by objects, incorrect lifting, and other such commonplace causes.

Having said that, it is clear that working in some industries result in more injuries for young workers. Construction, forestry, and manufacturing certainly. Young males are much more likely than young females to be employed in these occupations. And when it comes to gender and accidents, young males in B.C. get hurt 50% more often than workers of any other age group. Regardless of industry.

As many of you here today will likely agree - young peoples' priorities don't always mirror ours. They are preoccupied with big dreams as they taste freedom, and have some money in their pockets. Workplace safety is not usually at the forefront of their thinking.

By definition they lack experience. And so for many, their first job is their most dangerous job. In our province, they are over 50% more likely to get injured within their first six months on the job. That's because they haven't had time to learn of the dangers. They are not familiar with their work surroundings. And many just don't realize the workplace can be hazardous.

Lack of experience also means that they need formal safety training. Training they are often afraid to ask for. They may even be nervous about asking the simplest of questions. As a result they aren't very good at recognizing potential hazards.

And all this makes for an accident waiting to happen.

Last spring we undertook some substantive research with youth and key stakeholders to determine their attitudes towards youth safety and health at the worksite. The research consisted of a series of nine focus groups, followed by two surveys of young workers.

The research was also undertaken to explore the level of concern about workplace injury, determine more precisely the reasons young workers are more likely to face injury and to uncover some suggestions for ways to resolve - or at least reduce - the problem.

The research confirmed much of what we knew intuitively:

- That youth - and their parents - identify drugs, stress, drinking and driving as being of far greater risk than dangerous work habits.
- That young workers have a sense of invincibility, an unwillingness to question authority and a tendency to take on high risk tasks without proper instruction.
- That safety is someone else's problem, and not something young workers themselves could address.
- That young workers were not aware of their rights concerning workplace health and safety.

The numbers tell us something of the scope of the problem. Attitudes and behaviours that are unique to young workers give us a profile of this segment of the workforce. So the question is, what are the best strategies to bring down the numbers, and improve - if that's the word - the situation?

WCB Initiatives

I'll start with our Board's initiatives in the schools.

Prior to 1985 we had limited contact with the school system with our field officers doing occasional presentations to high school and trade school students. They were usually of the blood and guts variety of presentation with the message being "Watch out for yourself!". In the late 80s our Education section began to develop more sophisticated teaching tools and materials and in the early 90s we developed a standard 50 minute presentation for Field Officers to deliver to grade 11 and 12 students.

It was really in the last half of the 90s that we moved into high gear. Between 1996 and 1999 we developed a comprehensive *Student WorkSafe* package in conjunction with the Ministry of Education. The intent of *Student WorkSafe* is to raise young people's awareness of occupational hazards and safe work practices before they begin their careers. These materials are integrated into the Career and Personal Planning classes throughout the education system in B.C. We started with grades 10 through 12 and provided training for teachers throughout the province. In 1998, we completed and implemented age-related curricula for students in kindergarten through grade 9.

Part of our delivery of the program has been inservicing teachers so that they could teach their respective grade level of *Student WorkSafe*, and in 1999 alone, 2,400 teachers received such training.

Does WorkSafe Work?

The key question to such efforts of course, is - do they work? We know the teachers like the program. It is a user-friendly hands-on resource at their fingertips. It has even won awards from the Canadian Society of Safety Engineering. BUT, does the program reduce accidents? Well, cause and effect are always very hard to establish in this game. What I can tell you is that between 1993 and 1999 there has been a 33% decrease in the young worker injury rate in B.C., roughly corresponding to the time frame we have put WorkSafe and other young worker initiatives into play.

Initiatives and Challenges for the Future

As we look to the future we plan to continue with our outreach to the school system. We face particular challenges as we look at the demographics of an aging baby boom population of teachers. Estimates are that over the next decade, we will lose about half our teachers to retirement, resulting in a huge turnover. The problem for us is that we can't inservice teachers fast enough to keep pace with the retirement rate.

There is another challenge we must consider. Teachers are already on overload with demands coming at them from all directions. And despite our best inservice training, they cannot become experts on health and safety. It is very difficult for them to answer questions that might arise outside of the material we give them.

In addition, the inservicing process is very labour intensive, and expensive to maintain. As are the materials we produce in the form of thousands of videos and binders going to all the schools.

There is a fourth factor. That is the motivation on the part of the students to become engaged with the topic of safety and health, when it is presented as just another part of their curriculum.

To meet these challenges we are taking a second look at our inservicing program and plan take advantage of technology by providing teachers with a computer-based WorkSafe training certificate program through a partnership with the Ministry of Education. Our intention is to have that program ready for grades 10-12 next year.

We anticipate three motivations will drive the program. Employers will be motivated to hire people who have a certificate that indicates they have some basic health and safety knowledge as part of their skill set. The students will be motivated to take the course because it will enhance their employment possibilities since they will now have a certificate to add to their resumes. And the teacher will be motivated to encourage students to log on to the program so it will free up their time.

The longer-term plan is to provide this core program to industry, community and labour groups through partnership arrangements. Using the school version as a base, the program will be modified to include sections on a sector basis, so that modules specific to certain industries will be added. For example, we will have a module geared to the hospitality sector, another to construction, and so on.

In addition we are going to be developing a young worker resource centre on our WEB site where there will be student WorkSafe programs and industry specific safety information which young workers, employers and others can access at the touch of a button. We plan on it being very interactive so that it will show what safe behaviour looks like, and not just tell.

One thing that came out of our young worker focus groups in the Spring - loud and clear - was that from their perspective, hearing the voice and experience of their peer groups was the most effective form of communication.

We have become strong advocates of peer to peer awareness training programs. That's why we have a young worker, Mel Camilli, go into the schools and talk directly to young people. He is a very impressive young man, as those of you who heard his talk at yesterday's luncheon found out. So successful has been this sort of outreach that we have expanded this program to industry, labour and community groups.

Because he is not much older than the students he talks to, they see him as a contemporary. And when he wheels his way on to the stage and starts his story - he has their complete attention. He has made well over 100 presentations throughout the province reaching over 20,000 people.

The peer to peer work has proven so valuable that we will plan to build on our success with Mel by adding other injured young workers to our roster of speakers.

Our own officers will also be going back into the schools next year. They'll talk about what goes on in the workplace with very hands on, very real-life presentations. Just as important, they also talk about workers' rights to a safe workplace, including the right to refuse to do dangerous work. And of course they also talk about workers' responsibilities.

We haven't forgotten the trade schools. For them we are producing a Grade 12 Safety Survival Course whereby secondary school trades teachers can provide their construction trades students with targeted information relating directly to their student's chosen career path.

We will also be collaborating with Insurance Corporation of British Columbia, the provincial agency which licenses and insures B.C. drivers. As you can imagine, they are as interested as we are at the Board at understanding the motivations that underlie the high risk behaviour of some young people. A part of their ongoing research program is in the area of the psychology of risk and risk taking by young drivers. We will build on that research through our partnership in this vital area of research. Greater understanding of risk taking will form the design of future communication campaigns and educational strategies.

On other fronts, we will be establishing a Youth Worker Advisory Committee with external representatives from various stakeholder groups. And we are seeking opportunities to do advocacy work with youth organizations whose primary mandate may not be workplace safety, but may well be willing partners in spreading the word about health and safety at the worksite for their members.

Conclusion

I believe it is the combination of these efforts that will result in a variety of payoffs, all of which will result in few injuries and fatalities among young workers.

Young workers who are well-schooled in matters of safety and health soon become older, experienced workers. Workers who will watch out for their younger comrades following in their footsteps. Workers who might well run their own businesses some day and for whom health and safety has become as natural as the air they breathe.

I am old enough to remember when seat belts in cars were options, smoking was glamorous, and drinking and driving were rites of passage for young people. We have seen how over the last few decades, through comprehensive education in the schools and through media messages, that attitudes and behaviours can and do change. Almost everyone now buckles up. Smoking is on the way out. And most teenagers have finally seen the light when it comes to drinking and driving. It is no longer seen as cool behaviour.

I see no reason why we shouldn't anticipate a similar response on the part of young workers when it comes their health and safety on the job. The effort to penetrate their consciousness on this issue, in face of all the competing issues they have to deal with, will not be easy, or overnight. But it can be done. It must be done. I am sure none of us would be in this business if we didn't think it was doable.

We just have to keep at it. Thank you.

Partnerships in Youth Education ~ It's all about Making Safe Choices for Life

The Workplace Health, Safety and Compensation Commission of New Brunswick is taking the necessary steps to ensure that future workers truly believe all accidents are preventable. The WHSCC recognizes that youth health and safety education is not only a workplace issue, but should be viewed as an integral responsibility of daily activities and choices.

The key to achieving this goal lies in the Commission's established partnership with the Department of Education. Early on, the WHSCC worked at strengthening the link between its objectives for youth health and safety education, with those of the Department of Education. Success has been nurtured by collaborating with educators to determine strategies that would be most effective for daily classroom instruction. Departmental and teacher participation in the developmental phases of youth education initiatives has provided a strong foundation to effectively promote health and safety education at the K-12 levels in New Brunswick.

The value of this mutually beneficial partnership has helped bring credibility to the WHSCC's largest youth program initiative to-date, the development of an activity-based health and safety resource for all students at kindergarten through to grade 12 levels. This unique resource, entitled *Choices for Life*, is designed to provide teachers with health and safety related activities that are fun, educational, and appropriate for any classroom setting. Involving teachers in the development process has ensured that the activities are user friendly and relevant in a variety of curriculum areas. The resource will allow teachers and their students to revisit relevant health and safety issues year after year, progressing from health and safety in the home, the school and the workplace. The goal of this continuum is to ensure that students learn that health and safety is an integral part of life-long success.

Teachers are thrilled with the idea of a resource available at no cost, in both official languages and that will supply them with over 100 activities for their classroom. Critical to the support of the Department of Education lies in the efforts to ensure activities support existing curriculum outcomes in a variety of subject areas. Strong linkages have also been made to numerous print and audio-visual materials currently recommend by the provincial Department of Education. Province wide distribution and in-servicing of *Choices for Life* is scheduled to begin during the 2000-01 academic year.

Another milestone for the WHSCC has taken place with an invitation from the Department of Education to provide recommendations for health and safety related outcomes in a number of provincial curriculum documents. The WHSCC has offered curricular suggestions and support resources in the areas of Health, Technology, Comprehensive and Developmental Guidance and with Transition Programs. Furthermore, the WHSCC has and continues to be involved with an array of provincial educational teacher and student workshops and professional development.

The WHSCC also recognizes the need for community and industry involvement in preparing future workers to keep safe on the job. *Partnership 2000* was developed to target new workers entering the workplace for the first time. *Partnership 2000* is an extra-curricular 14-hour workshop divided equally between health and safety education and emergency first aid instruction. Students are acknowledged for their completion of the workshop with a stamp in their *Partnership 2000 Health & Safety Passport*. The *Partnership 2000 Health & Safety Passport* is designed as a way to recognize student achievement in health and safety related education. The success of the *Health & Safety Passport* will become apparent as industry comes to recognize the validity of the young worker possessing such instruction.

The WHSCC will continue to strengthen their commitment to new and future workers by providing the necessary support resources to help youth develop the skills and attitudes required to create and maintain a safe workplace environment. It's all about making choices, safe choices for life!

For additional information on the WHSCC youth programs, you are invited to contact Silvy Moleman at (506) 453-7165 or email molemans@whscc.nb.ca.

Alberta Centre for

INJURY

Control & Research

Youth Health and Safety in the Workplace

October 17, 2000

Louis Hugo Francescutti, MD, PhD, MPH

Alberta Centre for
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Thanks

Maureen Shaw

The grandmother of injury initiatives

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Overview

- To Help You View Injury As a Disease
- Consider The Injury Conspiracy Theory
- Need For a "*United Way*" of Injury Control
- Challenge You To Start Today, Right Now!

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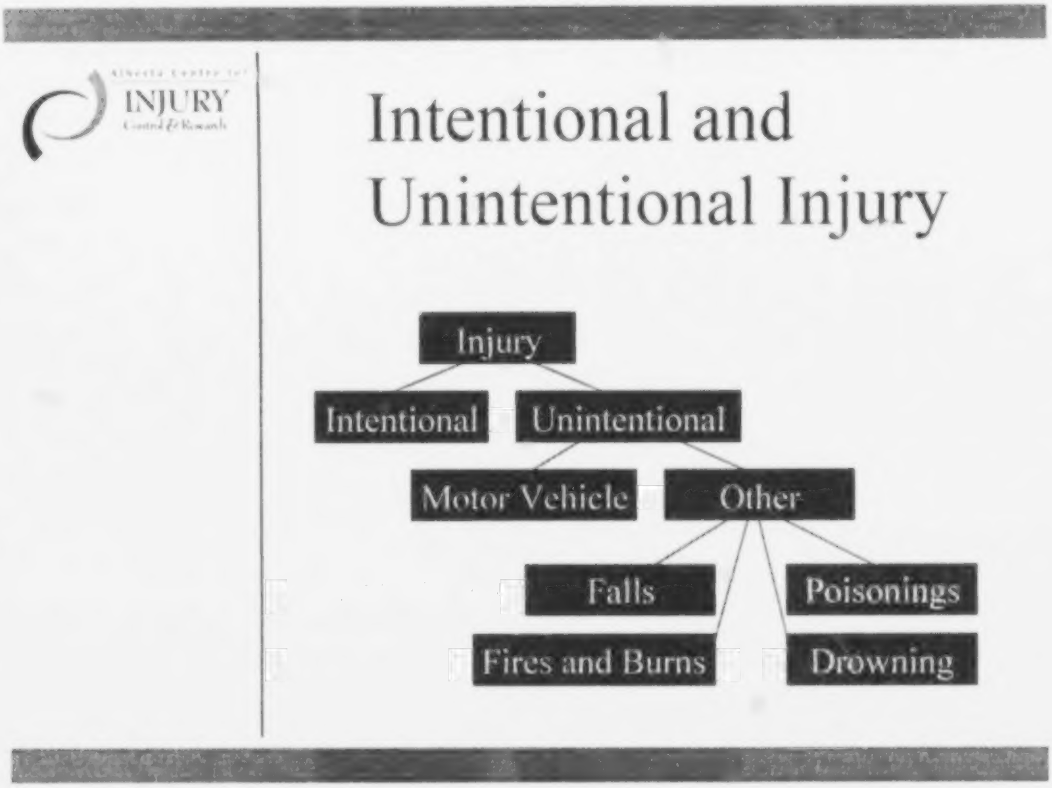
Injuries Are a Major Problem

- Leading cause of death for Canadians between the ages of one and 44
- Leading cause of death for children one to19 - more than all other childhood diseases combined
- Accounts for more potential-years-of-life-lost than any other disease



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Intentional and Unintentional Injury

- Injury
  - Intentional
  - Unintentional
    - Motor Vehicle
    - Other
      - Falls
      - Fires and Burns
      - Poisonings
      - Drowning

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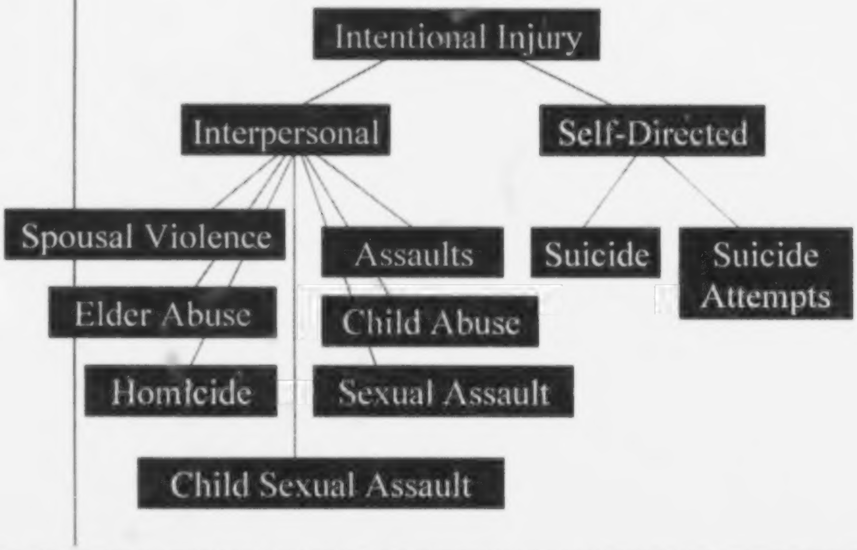
Violence



- Intentional Injury
  - Interpersonal
    - Spousal Violence
    - Elder Abuse
    - Homicide
    - Child Sexual Assault
    - Assaults
    - Child Abuse
    - Sexual Assault
  - Self-Directed
    - Suicide
    - Suicide Attempts

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Images of Injuries
Graphic Warning

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Injuries are not accidents

They are predictable & preventable

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Injuries are not accidents

They are predictable & preventable

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Impact of Injuries

- Employers
- Family
- Society
- Community
- Health Care System
- Individual

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Impact of Injuries

Employers

Family

Society

Community

Health Care System

Individual

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Leading Causes of Death in Alberta 1997

Rank	<1	1-4	5-9	10-14	15-24	25-34	35-44	45-54	55-64	65+

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Distribution of Direct and Indirect Costs by Diagnostic Category 1993

Cost ($ billion)

Health Canada, 1997

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Research Share of Total Cost by Diagnostic Category 1993

% of total cost for diagnostic category

Health Canada, 1997

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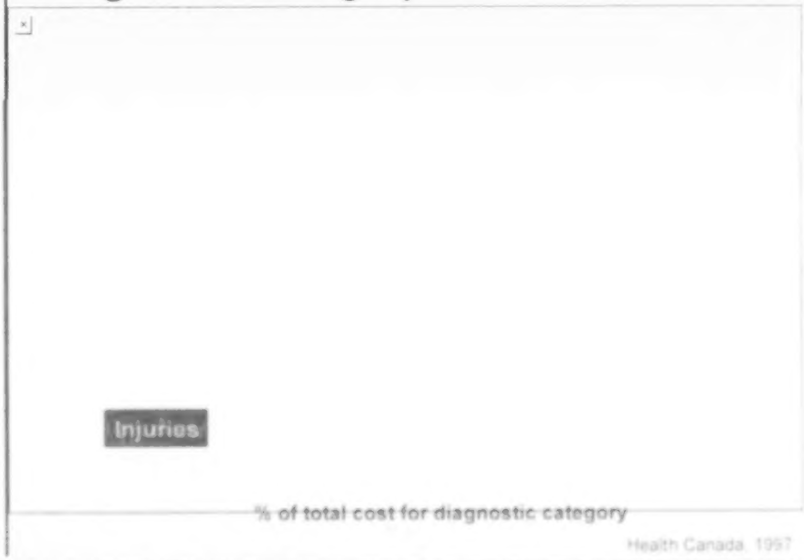
Research Share of Total Cost by Diagnostic Category 1993



Health Canada, 1997

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Injury Conspiracy Theory

- “The Silent Type”
- This is why the difficulty exists in getting injury on the agenda
  - Princess Diana – Car crash
  - Michele Trudeau - Avalanche
  - Kurt Cobain – Suicide
  - John Kennedy Jr. – Plane crash

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Primary Prevention

Passenger
Restraint

INJURY

Primary Prevention

Passenger Restraint

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Secondary Prevention

Emergency
Medical
Services

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Secondary Prevention

Trauma
Surgery

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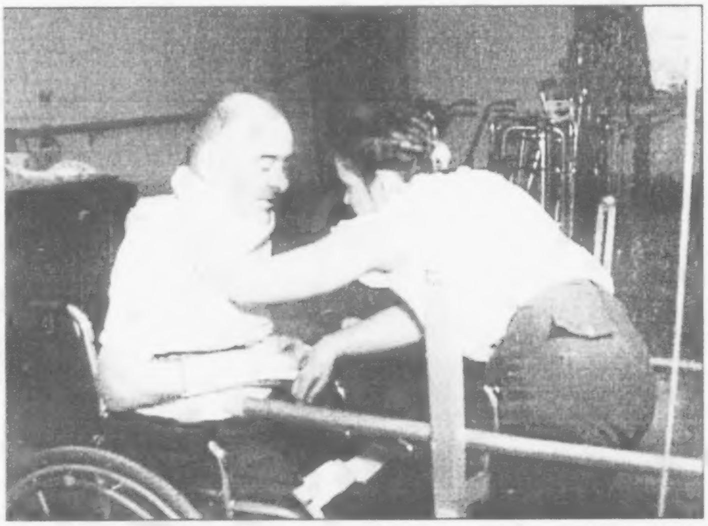
Tertiary Prevention

Rehabilitation



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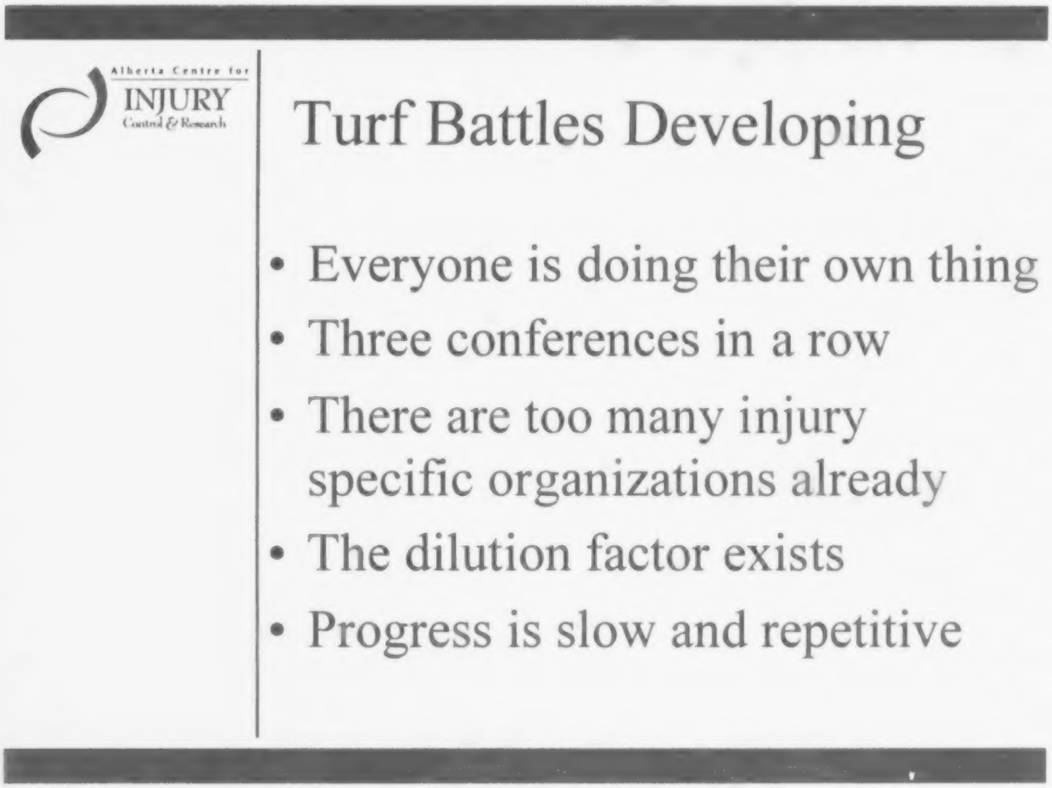
Tertiary Prevention

Rehabilitation



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Turf Battles Developing

- Everyone is doing their own thing
- Three conferences in a row
- There are too many injury specific organizations already
- The dilution factor exists
- Progress is slow and repetitive

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"United Way" for Injury

- We need to become more like the:
    - Canadian Cancer Society
    - Heart and Stroke Foundation of Canada
    - Canadian Diabetes Association

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The Challenge Is Now!

- Youth of Today
  - Have enthusiasm, invincibility, drive, determination, and a strong desire to do something meaningful
- Seniors of Today
  - Have experience, connections, time, mentoring, and resources to start and nurture a legacy

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Industry Knows What To Do

- Apply the same principals you use on the jobsite to the community
- Quit wasting valuable resources on programs of questionable value
- Provide the youth with the tools to start a powerful injury movement in Canada
- Help unite the youth and seniors

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"Canadian Injury Movement"

- Let this gathering be the start of the most important movement in all of our lives
- You the Youth – seize the chance
- You the Delegates – help them enjoy what we did in the Sixties

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Action Items

- Let's start planning for a national conference next year
- Come back and bring your friends
- Let's develop provincial movements
- The youth will solve the injury issue
- I have every confidence in them
- Let's give them the tools

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Summary

- To Help You View Injury As a Disease
- Consider The Injury Conspiracy Theory
- Need For a United Way of Injury Control
- Challenge You To Start Today, Right Now!